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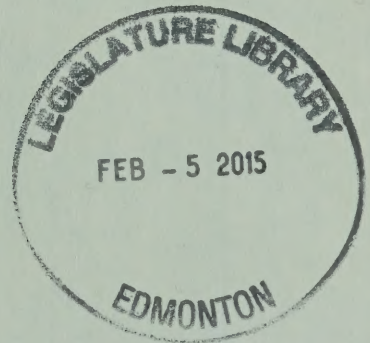
BOARD OF INDUSTRIAL RELATIONS

BULLETIN

ON THE BOARD'S ACTIVITIES

JULY 1st, 1963 to SEPTEMBER 30th, 1963

ISSUED BY



PROVINCE OF ALBERTA

K. A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

D. I. GARDNER - Vice-Chairman

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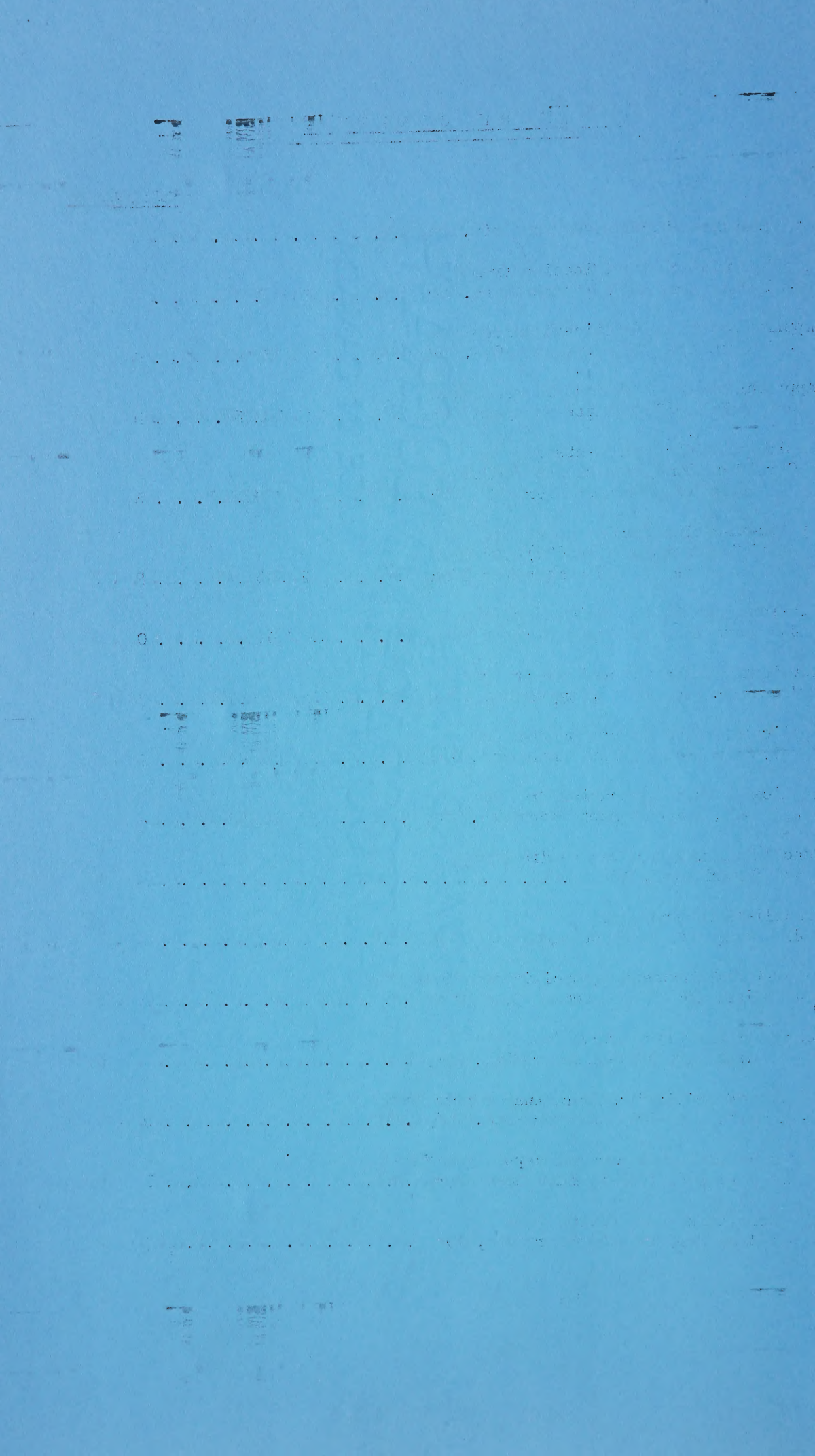
W. MADAY

Chief Inspector

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STATISTICAL INFORMATION

BULLETIN

1963

A

STATISTICAL INFORMATION

BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of July 1st, 1963 to September 30th, 1963.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's Work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

<u>PARTS I</u>	<u>to</u>	<u>IV</u>	<u>INCLUSIVE 1963</u>
Number of Board Meetings (including Public Hearings)			15
Number of Inspections			10,707
Number of Business Places Inspected			3,578
Number of Employees Affected			17,367
<u>SETTLEMENTS MADE:</u>			
Overtime Arrears			8,377.89
Vacation Pay Orders			19,633.24
Under Payment of Minimum Wage			3,081.74
Non-Payment of Wages Due			<u>55,215.50</u>
TOTAL			86,308.37
Number of Employees Affected by above settlements:			
Male			700
Female			<u>284</u>
TOTAL			984
Number of Complaints Received			1,594
Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:			
Male			23
Female			<u>65</u>
TOTAL			88
Amount of Weekly Increases Obtained for above Employees:			
Male			127.48
Female			<u>201.38</u>
TOTAL			328.86

Value of Vacation Pay Stamps Sold	\$482,979.94
Number of Vacation Pay Stamp Books Sold	3,891

INDUSTRIAL STANDARDS

Number of Schedules	15
Number of Inspections	63
Number of Interviews	167
Number of Complaints	20
Number of Special Inspections or Investigations	32

PROSECUTIONS

Charges carried over from previous period	44
Number of Charges entered	57
Convictions	34
Withdrawn	4
Dismissed	1
Warrants Executed	2
Committals	1
Pending	62
Appeals	Nil
Amount of fines assessed	915.00
Amount of costs assessed	122.80
Failure to comply with Court Orders (Vacation Pay and Fines)	Nil

AMOUNTS IMPLICATED

Minimum	261.79
Arrears of Wages	14,376.81
Vacation Pay	3,491.35

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classifications of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the applications.

During the period from July 1st, 1963, to September 30th, 1963, the Board processed 42 applications plus those shown as pending previously, the disposition being as follows:

Granted	41
Refused	13
Returned	00
Withdrawn	2
Pending	21

REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period July 1st, 1963 to September 30th, 1963, the Board processed 17 applications for the revocation of the certification of a bargaining agent plus those shown as pending previously, the disposition being as follows:

Certifications revoked	2
Applications refused	4
Applications pending	2
Applications returned	1
Applications withdrawn	11

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From July 1st, 1963, to September 30th, 1963, the disputes referred to Conciliation Commissioners plus those previously referred to Conciliation Commissioners progressed as follows:

Settled in Conciliation	8
Referred to Conciliation	
Board	1
Lapsed	0
Appointment Cancelled	0
Pending	<u>19</u>
TOTAL	28

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from July 1st, 1963 to September 30th, 1963, there were 11 Conciliation Boards established to whom 71 disputes were referred. Several disputes may be referred to one Conciliation Board where more than one employer in an industry is involved in a dispute with the same Union, conversly a Conciliation Board may deal with a dispute involving several unions and one Employer. The awards brought down by Boards during the period July 1st, 1963 to September 30th, 1963, are as follows:

Unanimous Awards	7
Majority Awards	3
Dissent by Employers Members	0
Dissent by Employees Members	3
Acceptance by both parties	15
Acceptance by Employers only	28
Rejection by both parties	2
Rejections of Unanimous Awards by either or both parties.	
By Employer	2
By Employee	3

VOTES

Re:	Conciliation Board Awards	45
Re:	Appointment of a Bargaining Agent	4
Re:	Revocation of Certification	2
Re:	Strike Action	20
	- In favour	12
	- Against	8
Re:	Section 104 of Alberta Labour Act	1

STRIKES

After provisions of The Alberta Labour Act complied with 12

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of The Alberta Labour Act and Orders

July 1st, 1963 to September 30th, 1963.

		FINES	COSTS	I/D DAYS	ARREARS	Informations Brought Forward and Disposition		New Cases this period and Disposition		CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTEES	WARRANTS EXECUTED	BALANCE
						No.	Completed	Balance	No.	Completed	Balance				
Sec. 11 (1)	Failure to Maintain Time Records	25.00	2.50	30	79.76	1		1	2	1	1				2
Sec. 11 (4)	Failure to Produce Records on Board Order	150.00	12.80	90	4,178.31	2	1	1	7	4	3		1		4
Sec. 29	Orders #1 and #2	50.00	33.90	30	182.03	3		3	8	2	6				9
Sec. 41	Failure to pay wages	290.00	26.00	75	10,198.50	19	5	14	17	8	9	1	1	1	23
Sec. 43	Vacations with Pay														
	Order No. 5	230.00	34.00		1,625.48	7	4	3	18	10	8	2		1	11
Sec. 43	Vacations with Pay														
	Order No. 6	170.00	13.60		1,865.87	6	1	5	5	3	2	1			7
Sec. 43 (8)	Failure to Pay Order or Fines and Costs					4		4							4
Sec. 43	Vacations with Pay					1		1							1
	Order No. 32					1		1							1
Sec. 18	Shift Schedules														1
		915.00	122.80	225	18,129.95	44	11	33	57	28	29	1	4	1	62

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING SEPTEMBER 30th, 1963

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES	CHILDREN
Instructions outstanding as of June 30th, 1963	16	79	15	1
Instructions issued July 1st to September 30th, 1963	9	11	3	-
TOTAL	25	90	18	1
Completed instructions July 1st to September 30th, 1963	11	24	5	1
Instructions outstanding as of September 30th, 1963	14	66	13	-

Number of Females involved in New Instructions issued 33

Number of Males 123

TOTAL 156

THE ALBERTA LABOUR ACT
APPLICATIONS FOR
CERTIFICATION

I S S U E D

B

THE ALBERTA LABOUR ACT

CERTIFICATIONS

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

I S S U E D

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Watson Construction Co. Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected with all phases of placing, cutting, bending, fabricating and tying of reinforcing iron, excluding labourers and carpenters."

Number of employees in unit: 2

CERTIFICATION NO: 72 - 63

2. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union 720, Edmonton, and Steel-Weld Machine Co. Ltd., Edmonton, Alberta.

UNIT: "All employees engaged in the erection of structural steel, installation of miscellaneous iron, field fabrication welding, machinery moving and rigging (off plant premises)."

Number of employees in unit: 11

CERTIFICATION NO: 73 - 63

3. Operative Plasterers and Cement Masons International Association of the United States and Canada, Local 324, Calgary, and Modern Lathing Ltd., Calgary, Alberta.

UNIT: "All employees who are doing; Interior or exterior plastering of cement, stucco, imitation stone or brick; Sticking, applying or blowing of acoustic, browning or cement materials; Casting, finishing, patching, running of moulding and cornices also the sticking of same. Excluding laborers, carpenters and bricklayers."

Number of employees in unit: 11

CERTIFICATION NO: 74 - 63

4. National Union of Public Employees, Local No. 70, Lethbridge, City of Lethbridge, Lethbridge, Alberta.

UNIT: "Lifeguards and cashiers employed at Swimming Pools, excluding the Senior Lifeguard."

Number of employees in unit: 19

CERTIFICATION NO. 75 - 63.

5. Hod Carriers, Building and Common Laborers Union, Local 92, Edmonton, and Red Rock Concrete Products Ltd., Red Deer, Alberta.

UNIT: "All employees of the Company except office staff, full time Foremen and those above the rank of Foremen."

Number of employees in unit: 6

CERTIFICATION NO. 76 - 63

6. United Brotherhood of Carpenters and Joiners of America, Local Union No. 3215, Cardston, Alberta, and Chronik Construction Ltd., Picture Butte, Alberta.

UNIT: "Journeyman Carpenters, Apprentice Carpenters, Carpenter Foremen and Sub-Foremen, excluding General Foremen."

Number of employees in unit: 7

CERTIFICATION NO. 77 - 63

7. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, and Central Alberta Dairy Pool, Ponoka, Alberta.

UNIT: "All Employees, excluding office staff, and those Employees in supervisory positions with the right to hire, discharge or change the status of Employees."

Number of employees in unit: 8

CERTIFICATION NO. 78 - 63

8. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, and Central Alberta Dairy Pool, Alix, Alberta.

UNIT: "All Employees with the exclusion of Office Staff, Chief Engineer, and those with the right to hire, discharge or change the status of Employees."

Number of employees in unit: 24

CERTIFICATION NO. 79 - 63

9. Driver Slaesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta, and Central Alberta Dairy Pool, Stettler, Alberta.

UNIT: "All Employees, excluding Office Staff and those with the right to hire, discharge or change the status of Employees."

Number of employees in unit: 12

CERTIFICATION NO: 80 - 63

10. National Union of Public Employees, Local Union No. 880, Three Hills, and Municipal District of Kneehill, No. 48, Three Hills, Alberta.

UNIT: "All Machine Operators, truck drivers, checkers, mechanics and labourers, except those with the right to hire or fire."

Number of employees in unit: 32

CERTIFICATION NO: 81 - 63

11. Hod Carriers Building and Common Laborers Union, Local #92, Edmonton and Hornstrom Bros. Construction Ltd., Calgary, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibrator-men, grinder operators, jackhammerman, breakermen, pump tenders, tubularscaffolders - General laborers, powerbuggy operators, pipe layers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in unit: 6

CERTIFICATION NO: 82 - 63

12. International Brotherhood of Electrical Workers, Local 424, Edmonton, and Ron Taylor Electric, Edmonton, Alberta.

UNIT: "General Foremen Electricians, Foremen Electricians, Journeymen Electricians and Apprentice Electricians."

Number of employees in unit: 5

CERTIFICATION NO: 83 - 63

13. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, Calgary, and MacCoshams Van Lines Ltd., Edmonton, Alberta.

UNIT: "All employees in pool carsheds, warehouses, single unit drivers, van drivers, packers, swampers, helpers and repair servicemen; excluding office staff, garage employees and those with the right to hire, discharge or change the status of employees."

Number of employees in unit: 71

CERTIFICATION NO: 84 - 63

14. International Union of Operating Engineers, Local 955, Edmonton, and McNamara Construction Western Limited, Edmonton, Alberta.

UNIT: "Operating Engineers when employed as operators of cranes, dragline, shovels, back-hoes and similar equipment; crawler tractors with and without attachments; rubber tired loaders; packers and compactors; graders; crushers."

Number of employees in unit: 11

CERTIFICATION NO: 85 - 63

15. International Hod Carriers, Building and Common Labourers, Union of America, Local No. 92, Edmonton, and Economy Tile & Terrazzo Co. Ltd., Edmonton, Alberta.

UNIT: "All labourers, mechanic's helpers, truck drivers, floor and base machine operators. Excluding foremen and those above the rank of foreman."

Number of employees in unit: 8

CERTIFICATION NO: 86 - 63

16. International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, Edmonton, and Stearns-Roger Engineering Co. Ltd., Calgary, Alberta.

UNIT: "All ironworkers engaged in fabrication of and erection of structural steel, miscellaneous iron and ornamental iron, machinery moving and rigging, metal fence erection, fabrication of reinforcing steel, placing and tying."

Number of employees in unit: 20

CERTIFICATION NO: 87 - 63

17. International Association of Bridge, Structural and Ornamental Ironworkers, Local 720, Edmonton, and Concrete Reinforcing Engineering Ltd., Edmonton, Alberta.

UNIT: "All employees engaged in field fabrication placing, welding and tying of reinforcing steel excluding all those employees above the rank of working foreman."

Number of employees in unit: 9

CERTIFICATION NO: 88 - 63

18. International Association of Bridge, Structural and Ornamental Ironworkers, Shopmen's Local 776, Edmonton, and Concrete Reinforcing Engineering Ltd., Edmonton, Alberta.

UNIT: "All employees engaged in fabrication and welding of reinforcing steel in the shop excluding all those employees above the rank of working foreman."

Number of employees in unit: 1

CERTIFICATION NO: 89 - 63

19. Rex Concrete Products Employees' Association, Edmonton, and Rex Concrete Products Ltd., Edmonton, Alberta.

UNIT: "All persons employed by the Company except office employees and those employed in a confidential or supervisory capacity."

Number of employees in unit: 20

CERTIFICATION NO: 90 - 63

20. International Woodworkers of America, Local 1-206, Calgary, and Fort Plywood and Lumber Limited, Fort Macleod, Alberta.

UNIT: "All employees employed by the Company at the Fort MacLeod plant with the exception of Office Staff, Sales Staff and those with the rank of Foreman; and above."

Number of employees in unit: 32

CERTIFICATION NO: 91 - 63

21. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, and Standard Roofing Edmonton Ltd., Edmonton, Alberta.

UNIT: "All employees in the following classifications: Roofing Laborers, Roofers, Applicators, Roofing Foremen and truck drivers."

Number of employees in unit: 4

CERTIFICATION NO: 92 - 63

22. Pepsi-Cola of Canada Limited Employees' Association in Edmonton, Edmonton, and Pepsi-Cola Canada Ltd., Edmonton, Alberta.

UNIT: "All driver-salesmen, helpers and in-plant employees including vending machine tender and service mechanic with the exception of office staff and supervisory staff."

Number of employees in unit: 47

CERTIFICATION NO: 93 - 63

23. Retail, Wholesale and Department Store Union, Local 980, Edmonton, and Alberta National Drug Company Limited, Calgary, Alberta.

UNIT: "All employees employed by the Company at their Calgary, Alberta address, save and except Pharmacist, office employees, outside salesmen and those with the authority to hire and fire."

Number of employees in unit: 36

CERTIFICATION NO: 94 - 63

24. Hod Carriers, Building and Common Laborers Union, Local 92, Edmonton, and Montreal Engineering-Mannix, Calgary, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammermen, breaker-men, pump tenders, tubularscaffolders, General laborers, powerbuggy operators, pipe layers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in unit: 2

CERTIFICATION NO: 95 - 63

25. International Association of Marble, Slate and Stone Polishers, Rubbers and Sawyers, Tile and Marble Setters Helpers and Marble Mosaic and Terrazzo Workers, Helpers of the United States and Canada, Local Union No. 212, Calgary, and Hingley Terrazzo and Tile Ltd., Calgary, Alberta.

UNIT: "Marble Mason Helpers, Tile Setters or Tile Layers Helpers, Terrazzo Mechanics Helpers, Terrazzo Polishers and Base Grinders."

Number of employees in unit: 10

CERTIFICATION NO: 96 - 63

26. Retail Clerks International Association, Local 401, Edmonton, and Walter Woods Limited, Edmonton, Alberta.

UNIT: "All employees employed in the warehouses of Walter Woods Limited, in the Greater Edmonton area, except office staff, salesmen and those in a supervisory capacity with the right to hire and fire."

Number of employees in unit: 20

CERTIFICATION NO: 97 - 63

27. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and T. C. Reinforcing Ltd., Edmonton, Alberta.

UNIT: "All employees who are directly connected with all phases of placing, cutting, bending, fabrication and tying of reinforcing iron."

Number of employees in unit: 4

CERTIFICATION NO: 98 - 63

28. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, and Morin Bros. Const. & Engineering Ltd., Edmonton, Alberta.

UNIT: "Laborers when employed as Vibratormen, Tampermen, Chippermen, Mixermen, Grinder Operators, Jackhammermen, Breakermen, Pump-Tenders, Tubular Scaffolders, General Laborers, Power Buggy Operators, Pipelayers (non-metallic) - Laborers tending all Crafts including mixing, handling and conveying of all materials used by the Crafts."

Number of employees in unit: 4

CERTIFICATION NO: 99 - 63

29. O. K. Construction Employees' Association, Edmonton and Alberta Concrete Products Co. Ltd., Edmonton, Alberta.

UNIT: "All of the employees of Alberta Concrete Products Co. Ltd., excluding employees performing office or related duties, managers, superintendents and all other persons acting on behalf of the Company in a supervisory or confidential capacity, or exercising managerial functions, or having authority to employ or discharge employees of the Company."

Number of employees in unit: 351

CERTIFICATION NO: 100 - 63

30. United Brotherhood of Carpenters and Joiners of America, Local No. 1569, Medicine Hat, and Kenwood Engineering Construction Ltd., Lethbridge, Alberta.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Number of employees in unit: 4

CERTIFICATION NO: 101 - 63

THE ALBERTA LABOUR ACT
APPLICATIONS FOR
CERTIFICATIONS

R E F U S E D

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

R E F U S E D

- | <u>UNION</u> | <u>COMPANY</u> | <u>REASON</u> |
|---|---|-----------------------------------|
| 1. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta. | Ouellette Homes Ltd., Lethbridge, Alberta. | Not a majority selection. |
| UNIT: "Carpenters and Carpenters Apprentice." | | |
| 2. Alberta Mack Truck Distributors Employees Association, Edmonton, Alberta. | Western Mack Truck and Equipment Ltd., Edmonton, Alberta. | Employees voted against. |
| UNIT: "All of the employees of Western Mack Truck and Equipment Ltd., excepting General Manager Company Officers and Directors, Personnel Manager, as well as Manager and Salesman, office staff, Foreman, Road Test Driver, Edmonton Branch only." | | |
| 3. Operative Plasterers and Cement Masons International Association of the United States and Canada, Local 139, Calgary, Alberta. | C. J. Oliver Ltd., Calgary, Alberta. | Collective agreement is a bar. |
| UNIT: "(1) The finishing of all concrete on construction such as floors, walls, ceilings, sidewalks, curbs and gutters, whether finished by trowel or float or any other process. (2) Sacking, chipping, rubbing, grinding, curing, and coloring compounds where necessary in concrete finishing work. (3) Dry packing, grouting and all preparatory work on concrete to be finished or rubbed either by machine or carbonundum stone. Excluding laborers, carpenters and bricklayers." | | |
| 4. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton. | Montreal Engineering-Mannix, Calgary. | Request by applicant to withdraw. |
| UNIT: "Carpenters, Carpenters Apprentices and Carpenter Foremen." | | |

5. Retail Clerks Union, Local 401, Edmonton, Alberta. Purity Dairy Limited, Edmonton, Alberta. No employees in unit.

UNIT: "All employees employed by the employer in the Greater Edmonton Area, except office employees, those in a supervisory capacity with the right to hire and fire and retail distributors engaged on a contract basis."

6. Retail Clerks International Association, Local 401, Edmonton, Alberta. Putiry Dairy, Edmonton. Employees voted against.

UNIT: "All employees employed in and out of the Dairy Plant owned and/or operated by the Employer in Edmonton, Alberta, except office employees, those in a supervisory capacity with the right to hire and fire, and retail distributors engaged on a contract basis."

7. International Association of Heat and Frost Insulators and Asbestos Workers, Local No. 110, Edmonton, Alberta. Canadian Equipment Sales & Service Co. Ltd., Edmonton, Alberta. Collective agreement entered into.

UNIT: "All Insulation Mechanics and Improvers, Foreman and Sub-Foreman engaged in the handling and application of heat and frost insulation."

8. United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, Alberta. Perma-Crete Pre-cast Concrete Products Limited, Edmonton, Alberta. Unit ~~not~~ appropriate.

UNIT: "Carpenter Foremen, Carpenters, Carpenter Apprentices, Form-Setters, Burner-Tacker Welders and overhead crane Operators."

9. The Association of Employees of M. & P. Transport, Edmonton. M. & M. Transport Ltd., Edmonton. Board without jurisdiction.

UNIT: "All Shop, Trailer Bay, Wash Rack, Stock Room and Labourers employed in The City of Edmonton, including Shift Foremen but excluding nonworking Superintendents."

10. International Association of Machinists, Local Lodge 1722, Edmonton, Alberta. Crosstown Motors Ltd., Edmonton. Employer incorrectly identified.

UNIT: "Licensed Mechanics and Registered Apprentices Employed at 11740 Jasper Avenue and 79 Avenue and 101 Street."

11. International Association of Machinists, Local Lodge 1722, Edmonton, Alberta. Crosstown Motors Ltd., Edmonton, Alberta. Employer incorrectly identified.

UNIT: "Licensed Mechanics and Registered Apprentices Employed at 11740 Jasper Avenue, Edmonton."

12. International Association of Machinists, Local Lodge 1722, Edmonton, Alberta. Edmonton Car Deliveries, Edmonton, Alberta. Employer incorrectly identified.

UNIT: "Licensed Mechanics and Registered Apprentices Employed at 79 Avenue and 101 Street, Edmonton."

13. International Union of Operating Engineers, Local 955, Calgary, Alberta. McLean's Service & Construction Ltd., Drumheller, Alberta. No majority selection.

UNIT: "Operating Engineers when employed as operators of the following equipment: Crawler and Mobile Shovel type equipment, Crawler and Rubber-tired tractors and scrapers with all attachments, equipment servicemen and mechanics, excluding truck drivers, office staff, and those with the authority to hire and fire."

THE ALBERTA LABOUR ACT

APPLICATIONS FOR
CERTIFICATION

WITHDRAWN

D

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

W I T H D R A W N

UNION

COMPANY

1. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, Alberta. W. J. Bennett Contractors Ltd., Edmonton, Alberta.

UNIT: "Laborers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammerman, breaker-men, pump tenders, tubularscaffolders - General laborers, powerbuggy operators, pipe layers (non-metallic). Laborers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

2. International Brotherhood of Teamsters, Chauffeurs, Ware housemen and Helpers of America, Local 514, Edmonton, Alberta. The Fluor Corporation of Canada Ltd., Toronto, Ontario.

UNIT: "All Truck Drivers, Bus Drivers, Warehousemen and Swampers, excluding ambulances, automobiles and pickup trucks used for transportation by supervisory personnel, office staff and field engineering crews."

THE ALBERTA LABOUR ACT

(Section 65A)

APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

G R A N T E D

E

THE ALBERTA LABOUR ACT

APPLICATION FOR AMENDMENTS TO CERTIFICATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963

G R A N T E D

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union 720, Edmonton, and McNamara Construction Western Limited, Edmonton, Alberta.

FROM: "McNamara Limited, Edmonton, Alberta."

TO: "McNamara Construction Western Limited,
Edmonton, Alberta."

UNIT: "All employees engaged in the fabrication,
placing and tying of reinforcing steel
or iron."

THE ALBERTA LABOUR ACT

(Section 65A)

APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

R E F U S E D

F

THE ALBERTA LABOUR ACT

APPLICATION FOR AMENDMENTS TO CERTIFICATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963

R E F U S E D

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local Union No. 720, Edmonton, Alberta, and Dominion Bronze and Iron Limited, Winnipeg, Manitoba.

FROM: "Dominion Bronze and Iron Limited,
Winnipeg, Manitoba."

TO: "Dominion Bronze Limited, Winnipeg,
Manitoba."

UNIT: "Iron Workers and Apprentices employed
at assembling, erecting and placing of
curtain wall, curtain wall type panels,
window frames and ornamental iron."

THE ALBERTA LABOUR ACT
APPLICATION FOR REVOCATION

C E R T I F I C A T I O N R E V O K E D

I S S U E D

G

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

C E R T I F I C A T I O N R E V O K E D

1. International Brotherhood of Electrical Workers, Local 424, Edmonton, Alberta and Northland Utilities Limited, Edmonton, Alberta.

UNIT: "All employees excluding office personnel, temporary help and those employed in a supervisory and confidential capacity."

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 514, Edmonton, Alberta and Alexander Bag & Barrel Ltd., Edmonton, Alberta.

UNIT: "All employees, excluding office staff and those with the right to hire and fire and discharge."

THE ALBERTA LABOUR ACT
APPLICATION FOR REVOCATION

R E T U R N E D

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THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

R E T U R N E D

1. Hod Carriers, Building and Common Laborers Union, Application
Local 92, Edmonton and Newsome Concrete Block Co. Untimely.
Ltd., Camrose, Alberta.

UNIT: "All employees of the company excluding
office employees and those employees
above the rank of foreman."

THE ALBERTA LABOUR ACT
APPLICATION FOR REVOCATION

R E F U S E D

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963

R E F U S E D

1. Bakery and Confectionery Workers, Local 276,
Edmonton, Alberta and National System of Baking
Limited, Edmonton, Alberta. Application
untimely.

UNIT: "Foremen, Doughmen, Ovenmen, Bench
Hands, Bakers - Male and Female, Sales-
girls, Salesmen, and Janitors."
2. B. S. & B. Employees' Association, Edmonton,
Alberta and Black, Sivalls & Bryson Limited,
Edmonton, Alberta. Application
untimely.

UNIT: "All hourly employees who are employed
in or about the fabricating shop, ex-
cluding office help, fieldmen and fore-
men with the right to hire and fire."
3. Bakery and Confectionery Workers Union, Local
276, Edmonton, Alberta and National System of
Baking Limited, Edmonton, Alberta. A majority of
employees did
not sign the
petition.

UNIT: "Foremen, Doughmen, Ovenmen, Bench
Hands, Bakers - Male and Female, Sales-
girls, Salesmen, and Janitors."

THE ALBERTA LABOUR ACT
APPLICATION FOR REVOCATION

W I T H D R A W N

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

W I T H D R A W N

United Association of Journeymen and
Apprentices of the Plumbing and Pipe-
fitting Industry of the United States
and Canada, Local 488, Edmonton and

1. C. R. Frost Company Ltd.
2. Squire-Keith Plumbing & Heating
Ltd.
3. Fuller & Knowles Company Limited
4. Meccon Installations Ltd.
5. Casault Engineering Ltd.
6. Canadian Comstock Company Limited
7. Jamison and Kruger Co. Ltd.
8. Lockerbie and Hole Ltd.
9. Haddow & Maughan Ltd.
10. Clegg-Dunn Plumbing & Heating
Ltd.
11. Carse, Anderson Limited.

THE ALBERTA LABOUR ACT

CONCILIATIONS

SHOWN AS PENDING

PREVIOUSLY

K

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

JUNE 30th, 1963.

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. The Alberta Teachers' Association and Coleman School District No. 1216, Coleman, Alberta.	R. H. R. CLEMENT	SETTLED
2. International Association of Machinists Local 1722, Edmonton and Millar Motors Limited, Edmonton, Alberta.	C. B. DAGG	PENDING
3. International Union of Operating Engineers Local 955 and Mannix Co. Ltd., (Construction Contractor), Calgary, Alberta.	J. B. ADAMS	PENDING
4. International Union of Operating Engineers Local 955, and Mannix Co. Ltd., (Pipeline Contractor), Calgary, Alberta.	J. B. ADAMS	PENDING
5. International Union of Operating Engineers Local No. 955, Edmonton, Alberta and W. C. Wells Construction Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
6. International Association of Heat & Frost Insulators & Asbestos Workers Local 126, Calgary and certain employers.	R. H. R. CLEMENT	CONCILIATION BOARD
7. Sheet Metal Workers International Association, Local Union No. 254, and certain members of the Calgary Sheet Metal Association.	R. H. R. CLEMENT	SETTLED
8. Alberta Teachers' Association and the Three Hills School Division No. 60, Trochu, Alberta.	R. H. R. CLEMENT	SETTLED
9. International Union of Operating Engineers Local 955, Calgary, and Consolidated Concrete Limited, Calgary, Alberta.	J. R. HUTTON	SETTLED

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| 10. | Bakery and Confectionery Workers R. H. R. CLEMENT
International Union, Local 252,
and Weston Bakeries Limited,
Calgary, Alberta. | CONCILIATION
BOARD |
| 11. | Bakery and Confectionery Workers R. H. R. CLEMENT
International Union Local 252,
and General Bakeries Limited,
Calgary, Alberta. | CONCILIATION
BOARD |
| 12. | The Alberta Teachers' Association and The Board of Trustees
of the Calgary School District
No. 19, Calgary, Alberta. | C. B. DAGG

CONCILIATION
BOARD |
| 13. | International Woodworkers of America, Local 1-206, Blairmore
and Estevan Industries Limited,
Fort MacLeod, Alberta. | J. R. HUTTON

PENDING |
| 14. | Alberta Teachers' Association and Crowsnest Consolidated
School District No. 78, Blairmore,
Alberta. | R. H. R. HUTTON

CONCILIATION
BOARD |
| 15. | Hod Carriers' Building and Common Laborers' Union, Local
No. 92, and C. Beckett & Co.
(Edmonton) Ltd., Edmonton, Alberta. | J. B. ADAMS

SETTLED |
| 16. | Hod Carriers' Building and Common Laborers' Union, Local
No. 92 and Walter Melnyk Plastering Ltd., Edmonton, Alberta. | J. B. ADAMS

SETTLED |
| 17. | Hod Carriers' Building and Common Laborers' Union, Local
No. 92 and Sullivan & Stewart
Plastering Contractors Co. Ltd.,
Edmonton, Alberta. | J. B. ADAMS

SETTLED |
| 18. | Hod Carriers' Building and Common Laborers' Union, Local
No. 92 and George R. Byer &
Associated Ltd., Edmonton, Alberta. | J. B. ADAMS

SETTLED |
| 19. | Hod Carriers' Building and Common Laborers' Union, Local
No. 92, and Fred Blanchard &
Son Ltd., Edmonton, Alberta. | J. B. ADAMS

SETTLED |

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| 20. | Hod Carriers' Building and
Common Laborers' Union, Local
No. 92, and Flynn Plastering
Ltd., Edmonton, Alberta. | J. B. ADAMS | SETTLED |
| 21. | Hod Carriers' Building and
Common Laborers' Union Local
No. 92 and E. Klapstein Plaster-
ing Ltd., Edmonton, Alberta. | J. B. ADAMS | SETTLED |
| 22. | Amalgamated Meat Cutters and
Butchers Workmen of North America
Local 373, and Jenkins Food Fair
Ltd., Calgary, Alberta. | H. N. GRAHAM | PENDING |
| 23. | Amalgamated Meat Cutters and
Butchers Workmen of North America
Local 373, and Dominion Stores
Ltd., Calgary, Alberta. | H. N. GRAHAM | PENDING |
| 24. | Amalgamated Meat Cutters and
Butchers Workmen of North America,
Local 373, Calgary and Canada
Safeway Ltd., Calgary, Alberta. | H. N. GRAHAM | PENDING |
| 25. | Amalgamated Meat Cutters and
Butcher Workmen of North America,
Local 373, Calgary, and Loblaw
Groceries Co. Ltd., Calgary,
Alberta. | H. N. GRAHAM | PENDING |
| 26. | United Packinghouse Food &
Allied Workers, Local No. 243,
Edmonton and Canada Packers
Limited, Edmonton, Alberta. | C. B. DAGG | CONCILIATION
BOARD |
| 27. | The Alberta Teachers' Associa-
tion and the County of Mountain
View No. 17, Didsbury, Alberta. | R. H. R. CLEMENT | PENDING |
| 28. | Amalgamated Meat Cutters and
Butchers Workmen of North America,
Local 373, Calgary and Modern
Foods Ltd., Calgary, Alberta. | H. N. GRAHAM | PENDING |
| 29. | Amalgamated Meat Cutters and
Butchers Workmen of North America,
Local 373, and Lynn-Cal Foods
Ltd., Calgary, Alberta. | H. N. GRAHAM | PENDING |

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| 30. | Amalgamated Meat Cutters and Butchers Workmen of North America, Local 373, Calgary, and Calgary Heights Foods Ltd., Calgary. | H. N. GRAHAM | PENDING |
| 31. | Retail Clerks Union Local 401, Edmonton and Macleods Ltd., Red Deer, Alberta. | J. B. ADAMS | CONCILIATION BOARD |
| 32. | Construction & General Laborers' Union, Local No. 1111, Calgary, and Calgary Concrete Company Ltd., Calgary, Alberta. | H. N. GRAHAM | SETTLED |

CONCILIATIONS

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THE ALBERTA LABOUR ACT

CONCILIATIONS

JULY 1st, 1963 to SEPTEMBER 30th, 1963

<u>DISPUTES</u>	<u>CONCILIATOR</u>	<u>RESULT</u>
1. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Swift Canadian Co. Limited (Dairy & Poultry Department), Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
2. United Brotherhood of Carpenters and Joiners of America, Locals 2103 and 1779, Calgary and certain members of the Calgary General Contractors Association,	J. R. HUTTON	PENDING
3. Hod Carriers Building and Common Laborers Union, Local 92, Edmonton and Newsome Concrete Block Co. Ltd., Camrose, Alberta.	L. B. NORRIS-JONES	SETTLED
4. Medicine Hat Laundry Workers Federal Union No. 45, C.L.C. and Medicine Hat Steam Laundry Company Limited, Medicine Hat.	C. A. FREY	CONCILIATION BOARD
5. United Steelworkers of America, Local 5213, Calgary and T. McAvity & Sons (Western) Limited, Medicine Hat.	R. H. R. CLEMENT	PENDING
6. International Association of Bridge, Structural and Ornamental Ironworkers, Local 720, and certain employers.	L. B. NORRIS-JONES	SETTLED
7. United Brotherhood of Carpenters & Joiners of America, Local 1460, and certain members.	C. B. DAGG	SETTLED
8. United Brotherhood of Carpenters & Joiners of America, Local 2410, Red Deer and Stramit Corporation Ltd., Edmonton.	R. H. R. CLEMENT	SETTLED
9. International Union of Operating Engineers, Local 955, Calgary and Ditching Contractors Ltd., Calgary.	H. N. GRAHAM	PENDING

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| 10. | Beverage Dispenser's International Union, Local No. 265, Calgary and the Canadian Legion of the B. E. S. L., Branch No. 1, Calgary. | R. H. R. CLEMENT | PENDING |
| 11. | Beverage Dispenser's International Union, Local No. 265, Calgary and Chinook Hotel Company Limited (Cochrane Hotel) Cochrane, Alberta. | H. N. GRAHAM | SETTLED |
| 12. | Retail, Wholesale and Department Store Union, Local No. 975, Edmonton and Pincher Creek Co-operative Association Ltd., Pincher Creek, Alberta. | J. R. HUTTON | PENDING |
| 13. | Hotel and Restaurant Employees Union, Local 282, Calgary and Carlton Hotel, Dominion Hotel, Empire Hotel, Imperial Hotel, Noble Hotel, St. Regis Hotel, Yale Hotel, York Hotel and Victoria Hotel all of Calgary. | J. R. HUTTON | PENDING |
| 14. | International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton and Mix Bros. Livestock Ltd., Edmonton. | L. B. NORRIS-JONES | PENDING |
| 15. | Beverage Dispensers Hotel Service, Culinary & Restaurant Employees Union Local 579, Edmonton & Royal George Hotel Ltd., Edmonton. | J. B. ADAMS | PENDING |
| 16. | United Association of Journeymen & Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union 780, Lethbridge and certain employers. | H. N. GRAHAM | SETTLED |
| 17. | Truckers, Cartagemen and Building Material Employees, Local 362, Calgary and Alberta and Gallelli Sand and Gravel Company Limited, Calgary. | H. N. GRAHAM | SETTLED |

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| 18. | Bakery and Confectionery Workers International Union of America, Local 290, Lethbridge and Marquis Pastry and Candy Shop Ltd., Lethbridge. | H. N. GRAHAM | PENDING |
| 19. | National Union of Public Employees Local 70 and City of Lethbridge, Lethbridge. | R. H. R. CLEMENT | PENDING |
| 20. | Operative Plasterers' and Cement Masons, International Association Local 924, Edmonton and Burns & Dutton Construction (1962) Ltd., Edmonton, Alberta. | J. B. ADAMS | PENDING |
| 21. | Alberta Teachers' Association, Edmonton and County of Grande Prairie No. 1, Grande Prairie, Alberta. | C. B. DAGG | PENDING |
| 22. | International Association of Bridge, Structural and Ornamental Iron Workers, Local 270, Edmonton and Local 275, Calgary and Glacier Construction Co. Ltd., Jack Hamilton Steel Erectors Ltd., Dominion Bridge Company and Guardian Steel Fabricators Ltd., all of Calgary and Atlas Construction Co. Ltd., and Square M. Coleman, all of Edmonton, Alberta. | R. H. R. CLEMENT | PENDING |
| 23. | International Woodworkers of America, Local 1-206, Blairmore and Blairmore Sawmills Limited, Blairmore, Alberta. | R. H. R. CLEMENT | PENDING |
| 24. | B. S. & B. Employees Association, Edmonton and Black, Sivalls & Bryson, Ltd., Edmonton. | C. B. DAGG | PENDING |
| 25. | Hod Carriers, Building and Common Laborers Union, Local 92, Edmonton and Red Rock Concrete Products Ltd., Red Deer, Alberta. | J. B. ADAMS | PENDING |

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| 26. | International Woodworkers of
America, Local 1-207 and North
Western Pulp & Power Ltd.,
Hinton, Alberta. | J. B. ADAMS | PENDING |
| 27. | Alberta Teachers' Association
and County of Forty Mile No. 8,
Foremost, Alberta. | R. H. R. CLEMENT | PENDING |
| 28. | International Union of Operating
Engineers, Local Union No. 703
and Alpha-Jersey Dairy, Calgary,
Alberta. | J. R. HUTTON | PENDING |

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

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SYNOPSIS OF SUCCESSFUL CONCILIATIONS

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

1. The Alberta Teachers' Association and Coleman School District No. 1216, Coleman, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

SALARY GRID

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Minimum	\$3000	\$3500	\$4000	\$4700	\$5000	\$5300
Increments	1 x 250 6 x 200 1 x 150	3 x 250 6 x 200	10 x 225	10 x 295	10 x 295	10 x 295
Maximum	\$4600	\$5450	\$6250	\$7650	\$7950	\$8250

ACCUMULATIVE SICK LEAVE

100% of the unused portion to a maximum of 100 days.

The term of the agreement to be for one year.

2. The National Union of Public Employees, Local 189, Medicine Hat and the Medicine Hat Municipal Hospital District No. 69, Medicine Hat, Alberta.

Conciliation Commissioner - R. H. R. Clement

The terms of the settlement are as follows:

WAGES

- (a) For the balance of the term of contract which expires on March 31st, 1964 the following increases:-
- After 1st year - - - - - \$1.00 per month
- After 2nd year - - - - - \$2.00 per month
- After 3rd year - - - - - \$3.00 per month
- (b) The institution of a new fifth (5th) year increment, set at five dollars (\$5.00) per month above the "After 3rd year" classification.

Classification Increases

Dietary Clerk	- - - \$10.00 per month
Porter (Two positions)	- - - \$ 5.00 per month
Orderlies (After 18 months training)	- - - \$ 5.00 per month

The term of the agreement to be for one year.

3. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Canadian Equipment Sales & Service Co. Ltd., Edmonton, Alberta.

Conciliation Commissioner - L. B. Norris-Jones

The basis of the settlement was as follows:

- (1) An increase of six cents (6¢) per hour.

The term of the agreement to be for one year.

4. The Fiberglas Workers' Local No. 1590, C.L.C. Edmonton and Fiberglass Canada Limited, Edmonton, Alberta.

Conciliation Commissioner - L. B. Norris-Jones

The basis of the settlement was as follows:

- (1) Wage increases effective May 1st, 1963, of seven cents (7¢) to ten cents (10¢) per hour, depending on classification of employment.
- (2) Wage increases effective May 1st, 1964, of five cents (5¢) per hour for all classifications.

The term of the agreement to be for two years.

5. The Sheet Metal Workers' International Association, Local No. 254, Calgary and

F. Neilson & Son Ltd.
Westeel Products Ltd.
Wm. Clark Sheet Metal Ltd.
Reggin Roofing & Metal Works Ltd.
Alberta Sheet Metal Products Ltd.
Demers & Chisholm Sheet Metal Ltd.
Fred Deeves & Sons Ltd.
Campbell & Miller Ltd.
A-1 Sheet Metal Products Ltd.
Hinger Mechanical Ltd.
J. K. Campbell & Associates Ltd.
Freeze Maxwell Co. Ltd.
Cheetham & Sons Ltd.
F. Conn & Sons Ltd.
Watson Sheet Metal Ltd.
Roberts Sheet Metal
Regal Sheet Metal
Metro Sheet Metal
Standard Metals

Conciliation Commissioner - R. H. R. Clement

The basis of the agreement is as follows:

1. WAGES

- (a) On and from July 1st, 1963 a five cent (5¢) per hour increase.

- (b) On and from November 1st, 1963 a **further** increase of five cents (5¢) per hour.
- (c) On and from April 1st, 1964 a further increase of ten cents (10¢) per hour.

The term of the agreement to be for two years from April 1st, 1963 to March 31st, 1965.

6. The Alberta Teachers' Association and the Three Hills School Division No. 60, Trochu, Alberta.

Conciliation Commissioner - R. H. R. Clement

The basis of settlement are as follows:

SALARY GRID 1962 - 1963

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Minimum	\$3000	\$3600	\$4100	\$5000	\$5300	\$5600
Maximum	4700	5500	6450	7750	8050	8350
Increments	300 x 3 200 x 4	300 x 4 200 x 3 100 x 1	300 x 5 250 x 1 200 x 3	300 x 7 250 x 1 200 x 2	300 x 7 250 x 1 200 x 2	300 x 7 250 x 1 200 x 2

SALARY GRID 1963 - 1965

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Minimum	\$3000	\$3600	\$4200	\$5000	\$5300	\$5600
Maximum	4750	5700	6700	8000	8300	8600
Increments	300 x 3 250 x 1 200 x 3	300 x 5 200 x 3	300 x 8 100 x 1	300 x 10	300 x 10	300 x 10

ADMINISTRATION

Allowances to be based on a per teacher basis (full-time) to a maximum of \$1800.00. This maximum to be increased in the last year of the contract by \$100.00.

SICK LEAVE

That provision be made for discretionary supervision by a Doctor appointed by the Board.

The term of the agreement shall be for three years from September 1st, 1962 to August 31st, 1965.

7. The Hod Carriers Building and Common Labourers Union, Local 92, Edmonton and Newsome Concrete Block Co. Ltd., Camrose, Alberta.

Conciliation Commissioner - L. B. Norris-Jones

The basis of the settlement was as follows:

1. HOURS OF WORK

New Section (f) Employees instructed to report for duty shall be booked in immediately on so reporting, and shall be paid a minimum of four (4) hours pay if the Employee commences work or two (2) hours pay if the Employee is unable to commence work, at the Employees regular rate of pay.

2. WAGES

A five cent (5¢) hourly increase for one year with an additional five cents (5¢) commencing at expiration of first year, increases to effect all classifications.

The term of the agreement to be for eighteen months effective date of signing.

8. The International Union of Operating Engineers, Local 955, Calgary and Consolidated Concrete Limited, Calgary, Alberta.

Conciliation Commissioner - J. R. Hutton

The main items of settlement are as follows:

UNION SECURITY

This Clause will remain as in the present Agreement, but the Company will give a letter of intent embodying the following:

"The Company will give the Union the first right to supply operators, provided the company has the opportunity to recall its laid-off employees, or to accept employees from its affiliates."

OVERTIME

Where a Statutory Holiday occurs in any week, overtime will be paid on any time worked by an employee in excess of thirty-five (35) hours during that week, or in excess of nine (9) hours in any one day.

ANNUAL VACATIONS

To be amended to include three (3) weeks after fifteen (15) years.

WAGES

- (a) An across the board increase of five (5) cents per hour, effective April 1, 1963, for all classifications except those undernoted.

- (b) A further across the board increase of five (5) cents per hour, effective April 1, 1964, for all classifications except those undernoted.

N.B. (1) Heavy duty mechanics and Welders are not included in the Classifications mentioned in (a) and (b) above.

- (2) The Wage rates for Hydro Crane operators will be established at \$2.75 per hour, effective April 1, 1963, and \$2.80 per hour, effective April 1, 1964.

STATUTORY HOLIDAYS

To include the recognition of Remembrance Day in the list of Statutory Holidays; and to include Remembrance Day as a paid holiday for Welders and Mechanics.

The term of the agreement to be for two years.

9. The Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton and C. Beckett & Co. (Edmonton) Ltd., Edmonton.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

10. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary and Swift Canadian Co. Limited, (Dairy & Poultry Department), Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The terms of settlement are as follows:

CHANGE IN NAME OF UNION

Agreed that the name of the Union will read as follows:-

"Driver Salesmen, Plant, Warehousemen and Cannery Employees, Local Union No. 987."

STATUTORY HOLIDAYS

The addition of Remembrance Day, effective 1963.

HOURS OF WORK

The implementation of a forty (40) hour week, Sunday to Saturday as of April 1st, 1964, with appropriate wording changes in lieu of Sunday.

WAGES

Retroactive to July 1st, 1963 the following increases in the classifications except the starting rate.

Three (3) cents per hour (Male)
Two (2) cents per hour (Female)

SICKNESS AND ACCIDENT PLAN

Effective 1963 the adoption of the Sickness and Accident portion of the regular Swift Company master plan (non-contributory).

The term of the agreement shall be for two years from April 1st, 1963 to March 31st, 1965.

11. The Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton and Fred Blanchard & Son Limited, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

12. The United Brotherhood of Carpenters and Joiners of America, Local Union 1460, (Millwrights), and

Alta West Construction Ltd.
Bennett & Forster Ltd.
Bird Construction Co. Ltd.
Buchanan Construction & Engineering Co. Ltd.
A. V. Carlson Ltd.
Christensen & McDonald Ltd.
Commonwealth Construction Co. Ltd.
Dominion Construction Co. Ltd.
Forest Construction Ltd.
Foundation Co. of Canada Ltd.
Sam Hashman (Edmonton) Ltd.
P. W. Graham & Sons Ltd.
Perini (Western) Ltd.
D. MacDougall Construction Ltd.
Parkins Construction Limited
Platten Bros. Construction Limited
Poole Construction Company Limited
Solar Construction Company Ltd.
Stuart Olsen Ltd.
R. Vollen Ltd.
Walters Construction Ltd.

Conciliation Commissioner - C. B. Dagg

The parties have agreed to the following settlement:

1. TRANSPORTATION

Subsistence allowance to be \$32.50 per week.

2. WAGES

An increase of five cents (5¢) per hour effective date of signing. A further increase of five cents (5¢) per hour effective October 15th, 1963. A further increase of five cents (5¢) per hour effective April 1st, 1964.

The term of agreement to be for two years effective April 1st, 1963 to March 31st, 1965.

13. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 2410, Red Deer, Alberta, and Stramit Corporation Ltd., Edmonton, Alberta.

Conciliation Commissioner - R. H. R. Clement

The terms of the settlement are as follows:

WAGES

Retroactive to January 1st, 1963 an increase in all categories of five (5) cents per hour.

On and from January 1st, 1964 a further increase of five (5) cents per hour.

Provision for an additional payment of fifteen (15) cents per hour for production workers when working a three-shift operation.

HOURS OF WORK AND OVERTIME

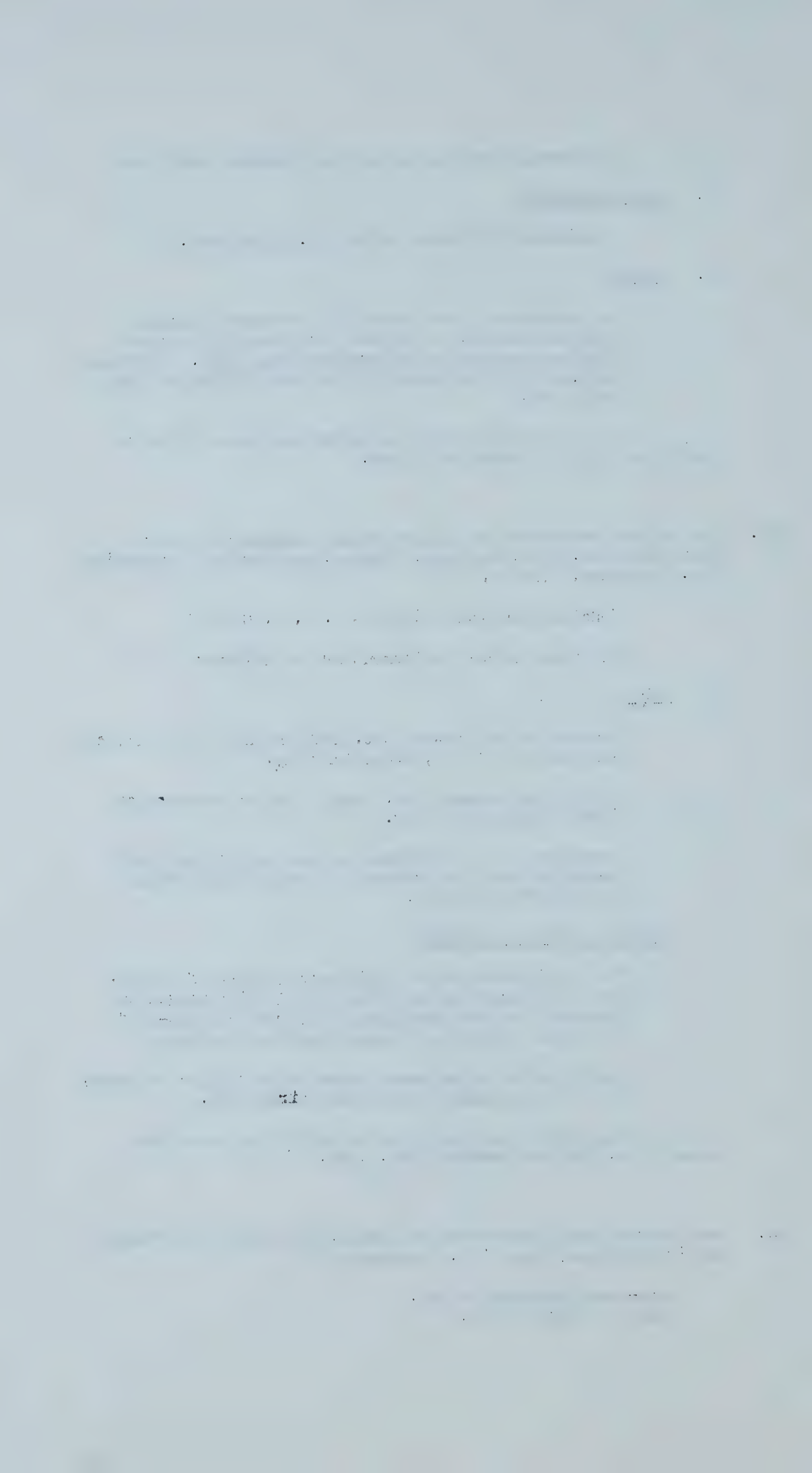
The elimination of the additional payment of twenty-five (25) cents per hour for a full shift worked on Saturday, and the substitution of rate and one-half of regular pay for all hours worked on Saturday.

Provision for a two weekly work cycle of 40 - 48 hours, if it is necessary to work the ~~third~~ shift.

The term of the agreement to be for two years from January 1st, 1963 to December 31st, 1964.

14. The International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, Edmonton and

Alta-West Construction Ltd.
Bennett & Forster Ltd.



Bennett & White Alberta Ltd.
Bird Construction Co. Ltd.
Buchanan Construction & Engineering Co. Ltd.
A. V. Carlson Ltd.
Christensen & McDonald Ltd.
Commonwealth Construction Co. Ltd.
Dominion Construction Co. Ltd.
Forest Construction Ltd.
Foundation Co. of Canada Ltd.
P. W. Graham & Sons Ltd.
Perini(Western) Ltd.
Platten Bros. Construction Limited
Poole Construction Company Limited
Solar Construction Company Limited
Stuart Olsen Ltd.
R. Vollan Ltd.
Walters Construction Ltd.
Sam Hashman (Edmonton) Ltd.
D. MacDougall Construction Ltd.
Parkins Construction Limited
Poole-Pritchard Canadian Limited
Rush and Tompkins Construction Ltd.
T. & C. Reinforcing Ltd.
McCurdy Steel Ltd.
Alsask Reinforcing Steel Services Ltd.
Northgate Construction Co. Ltd.
New West Construction Co. Ltd.

Conciliation Commissioner - L. B. Norris-Jones

The parties have agreed to the following settlement:

1. WAGES

An increase of ten cents (10¢) per hour effective **July** 25th, 1963, to be paid as follows:

- (i) Seven cents (7¢) per man hour worked to be remitted monthly by the employer to the Union's Health and Welfare Fund.
- (ii) Three cents (3¢) per hour general increase.

The term of the agreement to be from April 1st, 1963 to **March** 31st, 1965.

15. The Hcd Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton and George R. Byer & Associates Ltd., Edmonton.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

16. The Construction and General Labourers' Union, Local No. 1111, Calgary and Calgary Concrete Company Ltd., Calgary, Alberta.

Conciliation Commissioner - H. N. Graham

The parties agreed to the following settlement:

1. WAGES

Effective July 31st, 1963 an increase of ten cents (10¢) per hour.

2. BOUNDARIES

A fresh definition of area jurisdiction, to apply to a radius of thirty (30) miles from the Calgary Post Office.

The term of the agreement for two years from August 1st, 1963 to July 31st, 1965.

17. The Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton and Walter Melnyk Plastering Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

18. The Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton, and Sullivan & Stewart Plastering Contractors Co. Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

19. The Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton and Flynn Plastering Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

20. The Hod Carriers, Building and Common Laborers' Union, Local No. 92, Edmonton and E. Klapstein Plastering Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties have agreed to the following settlement:

1. A wage increase of ten cents (10¢) per hour.

The basis of the agreement to be for two years.

21. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 780, Lethbridge and

City Plumbing
George H. Baxter & Son Ltd.
Whitticks Mechanical Contractors
Lukes' Plumbing, Heating & Gasfitting
Barry Plumbing
Karl's Plumbing & Heating Ltd.
W. S. Scott
J. W. Burrows Plumbing & Gasfitting
Paul's Plumbing & Heating Ltd.
Pyke & Holberton Plumbing & Heating Ltd.
Robert Lawson Plumbing Ltd.

Conciliation Commissioner - H. N. Graham

The parties have agreed to the following settlement:

WAGE INCREASE

Five cents (5¢) per hour for all Journeymen commencing on the 15th of September, 1963, and a further five cents (5¢) per hour for all Journeymen commencing on the 1st of April, 1964.

The term of the contract to be for two years from April 1st, 1963 to March 31st, 1965.

22. The Beverage Dispensers' International Union, Local No. 265, Calgary and Chinook Hotel Co. Limited (Cochrane Hotel), Cochrane, Alberta.

Conciliation Commissioner - H. N. Graham

The parties have agreed to the following settlement:

1. HOURS OF WORK

Clause 1 (a) to read:

"It is agreed that the normal work week shall be forty (40) hours, consisting of five (5) days of eight (8) hours, and that all time worked in excess of above shall be overtime."

The term of the agreement to be for two years from September 1st, 1963 to August 31st, 1965.

23. The Truckers, Cartagemen and Building Material Employees, Local 362, Calgary and Gallelli Sand and Gravel, Calgary, Alberta.

Conciliation Commissioner - H. N. Graham

The parties have agreed to the following settlement:

ARTICLE NO. 5 - RATES OF PAY

- (a) All Dump Truck Drivers:

First three (3) months employment\$1.50 per hour
Thereafter.....\$1.65 per hour.

ARTICLE NO. 7 - STATUTORY HOLIDAYS

- (b) When one (1) of these specified holidays falls on a Sunday, the day following will be observed. No work shall be performed on Labor Day, except where the safety of life or property or completion of work on school projects makes it necessary.
- (d) To be deleted.

ARTICLE NO. 8 - SHOP STEWARDS

There may be elected from the Employees, by the Employees, one Shop Steward, who shall perform the functions as the Union may assign to him, provided the duties of the Shop Steward shall not conflict with his regular employment and duties with the Company.

ARTICLE NO. 9 - GENERAL

- (b) Seniority, merit and ability shall be the governing factors in all lay-offs and re-hiring, with the senior employees having more merit and ability last to be laid off and the first to be re-hired.

ARTICLE NO. 10 - ADJUSTMENT OF GRIEVANCES

2nd Paragraph

Any Employee, the Union or the Company may present a grievance.

Time Limits to Institute Grievances

Termination or Lay-off - ten (10) days;

All others - thirty (30) days.

The term of the agreement shall be from September 1st, 1963 to August 31st, 1964.

CONCILIATION BOARD AWARDS

N

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
EDMONTON, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act
and a dispute between the International
Association of Machinists Lodge 1722,
Edmonton, and International Harvester
Company of Canada Limited, Edmonton.

The Conciliation Board established by Order-in-Council 891/63
dated June 4, 1963, met with representatives of the parties
to the dispute and considered the representations made within
the terms of reference.

We are pleased to report that during the course of the Conciliation
Board hearings the parties involved have of themselves been able
to resolve all differences and have completed a collective agreement.
This collective agreement may be considered as part of the
Conciliation Board's report.

The Conciliation Board wishes to express its appreciation for the
co-operation and the manner in which the representations were made.

All of which is respectfully submitted.

(SIGNED)

R. V. JOHNSON, Chairman,
Conciliation Board.

(SIGNED)

N. L. CHAPMAN, Member,
Conciliation Board.

(SIGNED)

M. E. ENGLISH, Member,
Conciliation Board.

DATED at Edmonton, Alberta,

this 8th day of July, 1963.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and
a dispute between the International Union
of Operating Engineers, Local 955, Edmonton,
I. H. Davis Supplies Limited, Edmonton, and
I. H. Davis Contracting Limited, Edmonton.

The Conciliation Board appointed by Order-in-Council No. 640/63
dated April 24th, 1963, met with representatives of the parties to the dispute
and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. E. GEDDES, Chairman.
MR. E. S. LEFSRUD, Member representing the Employers.
MR. R. G. SLATTER, Member representing the Union.

After numerous formal and informal hearings with both parties in
joint and separate discussions, the Conciliation Board unanimously recommends
the acceptance of the attached agreement.

The Conciliation Board wishes to express its appreciation for
the co-operation and the manner in which the representations were made.

All of which is respectfully submitted.

(Signed) E. Geddes

E. GEDDES, Chairman,
Conciliation Board.

(Signed) E. S. Lefsrud.

E. S. LEFSRUD, Member,
Conciliation Board.

(Signed) R. G. Slatter.

DATED at Edmonton, Alberta,
this 3rd day of July, 1963.

R. G. SLATTER, Member,
Conciliation Board.

COLLECTIVE AGREEMENT MADE THIS DAY OF 1963.

BETWEEN: I.H. DAVIS CONTRACTING LIMITED and
I.H. DAVIS SUPPLIES LIMITED
(hereinafter referred to as the EMPLOYER)

AND: INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 955,
(hereinafter referred to as the UNION)

WITNESSETH that the Parties hereto agree as follows:-

1. OBJECT

It is the intent of this agreement that the Employer and the Union co-operate to obtain efficient and unrestricted operation of the industry; to promote peaceful and harmonious relations between the Employer and its Employees; to provide for the amicable settlement of all disputes and grievances and to establish rates of pay, hours of work and other conditions of employment to be observed between the parties hereto.

2. BARGAINING AGENCY

The Union is recognized by the Employer as the sole bargaining agent for its Employees within the classifications as set out in Certificate No. 163-62 and Certificate No. 3-63.

3. UNION SECURITY

All employees who are or become members of the Union shall, as a condition of employment, maintain membership in the Union; All employees who do not become members of the Union shall, as a condition of employment, consent to the deduction of regular union dues from the first pay period in each month, for the life of this agreement.

The Employer shall, on the first pay period of each month, deduct from each Employee of the bargaining unit who has been employed by the Employer for seven (7) days and/or forty-four (44) hours, the regular Union dues of the Union, and remit same together with a list of the names of the Employees from whom the deductions were made to the Secretary-Treasurer of the Union, without delay. Upon the written request of an Employee, the Employer shall deduct all fees and assessments and remit same, together with a list of the names of the Employees from whom the deductions have been made.

When the Employer is in need of Employees, he shall call the Union and give the Union the first opportunity to supply men, preference will be given to former employees who have been laid off. If the Union is unable to supply qualified men within forty-eight (48) hours, the Employer may hire elsewhere.

The Union may appoint Job Stewards in such number as the Union may determine as necessary. The duties of the Job Steward shall not conflict with their regular employment except that Stewards will be allowed the necessary time during working hours for the processing of grievances. The Union shall notify the Employer in writing of the names of the Job Stewards. The Employer shall notify the Union in writing of the termination of employment of a Job Steward.

4. MANAGEMENT RIGHTS

Subject to the terms of this Agreement, the Union recognizes the right of the Employer to the management of its plant and the direction of the working forces, including the right to select, hire, promote, transfer, or discharge any employee for just cause, and further recognizes the right of the Employer to operate and manage its business in accordance with its commitments and responsibilities including methods, processes and means of production or handling.

5. WORKING ARRANGEMENTS

The Employer may determine the number of men necessary for the operation of any machine or machines and may transfer employees from one locality to another to the full extent of his requirements.

The Union representatives shall have access to all jobs covered by this agreement with the prior consent of the Employer or his authorized representative but shall not at any time interfere with employees during working hours without such consent.

6. HOURS OF WORK

The Hours of Work shall be determined in accordance with the provisions of The Alberta Labour Act and the Orders and Regulations made thereunder.

All work performed on Sunday shall be paid for at the rate of time and one-half the regular hourly rates.

Two hours pay shall be allowed by the Employer requesting an Employee to report at the Employer's shop or job when said Employee reports for work and no work is available.

7. TRANSPORTATION, TRAVEL TIME, BOARD AND ROOM

On jobs outside the city, town or camp limits, transportation will be provided by the Employer. Travel time shall be paid on all jobs outside a five mile radius of a city, town or camp on the basis of one and one-half minutes per mile. An employee may provide his own transportation at the request and direction of the employer and shall be compensated therefore at the rate of 10¢ per mile, both ways. The Employer shall provide transportation from the machine to the employee's car when necessary, and in such cases, no extra travel time will be paid.

Employees sent to out-of-town jobs from any place where the Employer maintains a place of business, shall receive transportation and travel time. The first eight (8) hours of every twenty-four (24) hours shall be the travelling time for which payment is given, providing they remain on the job throughout thirty (30) calendar days or until the job is completed. Return transportation and travelling time shall be paid if an employee remains on the job ninety (90) days or until job completion. Transportation shall be based on fares for public conveyance. If an employee is required to leave a job because of illness, return transportation and travel time shall be paid.

The Employer shall provide the employees with suitable lodging on jobs outside the City of Edmonton from which the employee cannot return home daily.

Special individual consideration will be given where the cost of board to an employee is exceptionally or unreasonably high, such as in resort towns.

8. WORKING CONDITIONS

The Employer agrees to comply with existing Statutes concerning with conditions of work governing among other things.

1. The provision of sanitary facilities;
2. The provision of shelter to afford reasonable protection from falling debris and excessive heat and cold;
3. Protection against hazardous conditions.

9. HOLIDAY PAY AND STATUTORY HOLIDAYS

All employees shall receive holiday pay in accordance with regulations established by the Provincial Government.

The following are recognized as Statutory Holidays:

New Year's Day	Labour Day	Thanksgiving Day
Dominion Day	Christmas Day	Boxing Day
Good Friday	Victoria Day	

When work is performed on any of the aforementioned holidays, wages will be paid at one and one-half times the regular rates for all hours worked during the regular shift.

When one of these holidays falls on a Sunday, the following Monday shall be observed.

10. DISPUTES AND GRIEVANCE PROCEDURE

There shall be during the term of this agreement, no slowdown, stoppage of work, picketing, strike, lockout or walkout concerning the interpretation, application, operation or alleged violation of this agreement.

In the event of any dispute arising out of this agreement between the Employer and the Union covering the interpretation, application, operation or alleged violation of this agreement, the dispute will proceed to **step** (d) below:

In the event of any dispute arising out of this agreement between the Employer and an Employee, the following procedure will be followed:

(a) An aggrieved party shall submit his complaint in writing to the Job Steward who shall endeavour to settle the complaint between the employee and his immediate supervisor.

(b) If a settlement is not reached within three (3) days, excluding Saturday, Sundays and holidays, the job steward shall present the matter of complaint in writing to an official representative of the Union for discussion with the project superintendent.

(c) If the matter of complaint is not then settled within five (5) days, excluding Saturdays, Sundays and holidays, then it shall be referred in writing to the business agent of the Union for discussion with a management representative of the Employer.

(d) If the matter of complaint is not then settled within ten (10) days, excluding Saturdays, Sundays and holidays, it shall be referred to an Arbitration Board consisting of one member appointed by the Employer, one member appointed by the Union and a neutral Chairman selected by these two appointees. In the event that the two (2) arbitrators so appointed fail to agree on the selection of a neutral Chairman, either party to the dispute may request the Minister of Labour to appoint a Chairman.

(e) In the event of the failure of the Minister of Labour to appoint a third arbitrator, or Chairman, as aforesaid, and in all other matters respecting the arbitration not dealt with under the article, the provisions of the Arbitration Act shall apply and the decision of the majority of the arbitrators shall be final and binding upon the parties.

(f) The costs of and in connection with the Board of Arbitration shall be borne by the parties hereto as follows: The Employer and the Union shall pay any fees and expenses of their respective representatives and any fees and expenses of the Chairman shall be divided equally.

11. GROUP INSURANCE

The Employer shall maintain existing group insurance benefit plan including M.S.I. coverage for all employees once they have completed three (3) calendar months continuous employment and shall pay one-half the cost of M.S.I.

12. CLASSIFICATION AND WAGE RATES

Minimum rate of pay and classifications are as follows:-

<u>Classification</u>	<u>Rates</u>
Dragline, Crane, Shovel, Backhoe and similar equipment	\$2.25 - \$2.40 per hr.
Gradall	\$2.25 - \$2.35 per hr.
Dozer, Scraper, Frontend Loader	\$1.75 - \$1.90 per hr.
Mechanic - Journeyman	\$375.00 per month.
Truck Operators	\$1.75 per hr.

Rates of pay for classifications not listed shall be set by negotiations.

13. GENERAL

No Employee who, prior to the date of this Agreement, was receiving more than the rates of wages or working less hours than stipulated in this Agreement, shall suffer a reduction in wages or increase in hours, because of the adoption of this agreement.

14. DURATION AND AMENDMENT OF AGREEMENT

This Agreement shall become effective upon the date of signing and shall continue in effect for one year from the date thereof.

Should either party wish to change, add to or amend this agreement, sixty (60) days notice prior to expiration date shall be given in writing to the other party.

If notice to negotiate has been given by either party, this agreement shall remain in full force and effect during any period of negotiations, even though such negotiations may extend beyond the said anniversary date, until fourteen (14) days after the date upon which a vote is held under the provisions of The Alberta Labour Act on the acceptance or rejection of an Award of a Conciliation Board.

IN WITNESS WHEREOF the parties hereto have affixed their names the day and year first above written.

THE INTERNATIONAL UNION OF OPERATING
ENGINEERS, AFL-CIO Local 955

I.H. DAVIS CONTRACTING LIMITED

I.H. DAVIS SUPPLIES LIMITED

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a
dispute between the International Brotherhood of
Electrical Workers, Local 254, Calgary, and certain
employers as listed on Appendix "A".

The Conciliation Board appointed by Order-in-Council No. 974/63,
held meetings with the representatives of the parties to the dispute, and
considered the representations made by both parties.

The Members of the Conciliation Board were:-

REVEREND D. O. REECE,	Chairman
MR. K. C. BARRASS,	Member representing Employers
MR. J. A. McCAMBLY,	Member representing Union

Appearing before the Board were:-

For the Employer

Mr. W. J. Trueman
Mr. Geo. M. Wilkinson
Mr. C. L. Howes
Mr. W. D. Hutchison

For the Union

Mr. B. T. Smith
Mr. R. W. Moore
Mr. H. R. Taylor
Mr. E. A. Stark

Although it has been stated that the entire agreement was in
dispute, during the first Hearing, it was determined that the following were
the actual points in contention:-

1. Wages
2. Park Areas (Subsistence)
3. Term of Contract
4. Statutory Holidays.

The Conciliation Board was not able to find mutual ground on
which the parties could meet for settlement, and is, therefore, submitting
the following Finding:-

The Members of the Conciliation Board submit a Majority Award,
with Mr. McCambly dissenting.

1. WAGES

- (a) Ten (10) cents per hour increase to be effective on the
date of settlement.
- (b) An additional five (5) cents per hour increase on March 31, 1964.

2. PARK AREAS

In addition to the five dollars (\$5.00) allowance per day, an increase of three dollars (\$3.00) per day for the period May 1st to August 31st, in each year.

3. TERM OF CONTRACT

Two (2) years effective April 1st, 1963 to March 31st, 1965.

4. STATUTORY HOLIDAYS

On the question of Statutory Holidays we recommend the Conciliator's suggestion of a joint approach by the Contractors and also the Union to the Public Hearings to be held in connection with the Construction Industry later this year be seriously considered.

RESPECTFULLY SUBMITTED, this 4th day of July, A.D. 1963, in the City of Calgary, Alberta.

(Signed David O. Reece

DAVID O. REECE, Chairman

(Signed) K. C. Barrass

K. C. BARRASS, Member

July 8th, 1963.

Mr. D. I. Gardner,
Vice-Chairman,
Board of Industrial Relations,
Terrace Building,
Edmonton, Alberta.

Dear Sir:

IN THE MATTER OF The Alberta Labour Act and
disputes between the International Brotherhood
of Electrical Workers, Local 254, Calgary,
Alberta and certain Calgary Electrical Contractors
as per Appendix "A"

It would have been my pleasure to be able to sign an award that would be unanimous. There is no doubt, that the majority award signed by Chairman Rev. D. Reece, and member Mr. R. Barras, will be acceptable to the Contractors, because during open hearings, the Contractors agreed to everything it contains. The award is no more advantages to the employees involved, then was the Conciliators recommendation, which was turned down by secret ballot and later by mass meeting. I fully expect to see the majority recommendation of the Board turned down in the same manner. If and when this happens, I should like the parties involved, to give very serious consideration to amicably settling the terms of a Collective Agreement, as suggested in the recommendation following:

1. WAGES - 10¢ per hour effective on acceptance.
2. In addition to the Five Dollars, (\$5.00) allowance per day, an increase of Three Dollars, (\$3.00) per day for the period May 1st to August 31st in each year in Federal Park areas.
3. Effective April 1st, 1964, 2½% of the gross earnings of each employee shall be paid by the Employer to the employee in the same manner as the 4% contribution toward annual vacation.
4. TERM OF CONTRACT - Two (2) years from April 1st, 1963, to March 31st, 1965.

Yours very truly,

(Signed)

J. A. McCambly,
Board Member.

JAM/vc

cc: Reverend D. Reece, Chairman.

Mr. K. C. Barrass, Member.

Calgary Office, Board of Industrial Relations.

July 31, 1963.

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER of The Alberta Labour Act and disputes between the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton, Alberta, and Cassault Engineering Ltd.; C. E. Kirkham Mechanical Ltd.; Meccon Installations Ltd.; Jasper Plumbing & Heating; C. R. Frost Company Ltd.; Canadian Comstock Company Limited; and B. A. Moir & Co. Ltd., all of Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council 1011/63 pursuant to The Alberta Labour Act hereunder makes its report and award in respect of the dispute between Local Union No. 488 and Canadian Comstock Company Limited.

The Board held ten sittings in the course of its enquiry, to determine what matters are in dispute between the parties and to hear submissions and representations thereon. During these hearings some information was given of the course of developments over the past several years in labour-management relations in this industry in Alberta which have culminated at this point in the appointment of this Board. It was apparent that these relations are now at a singularly low ebb, and the Board in the subsequent three days of meetings to consider its award devoted time and effort in discussions of what might be a reasonable basis from which, with mutual goodwill, progress towards more normal relationships could be made. Limiting factors, rather than lack of a common objective, have prevented this award from being unanimous in all respects.

It is necessary for the purposes of this award to set out one aspect of the historical development. The seven Companies above named in the caption to this report are and were members of an association of industry employers known as The Edmonton Labour Bureau of the Canadian Plumbing and Mechanical Contractors' Association, which formerly bargained on behalf of its thirty-odd members with Local Union 488 for the establishment of industry-wide conditions in Edmonton, particularly in respect to domestic and commercial work as distinct from industrial work. In 1959 the Bureau and the Local Union entered into an Agreement respecting these matters (Exhibit 2 in the proceedings) and the seven Companies above named, as well as other members of the Bureau, signed it and so each adopted it as the collective Agreement between itself and the Local Union as the bargaining agent for its own employees. The duration of the 1959 Agreement was until March 31st, 1961, and no renewal or amendment of it has since been agreed upon. Negotiations between the Bureau and the Local Union of the kind required for the amendment or revision of the 1959 agreement broke down some time ago, and very early in the sittings of this Board the representatives of all parties to the

disputes agreed that there would have to be seven separate awards, and the Board is following this course. The dispute involving Canadian Comstock Company Limited was heard first on the footing, agreed to by the parties, that the submissions and representations in this case would also apply to each of the other six Companies in order to save needless repetition, with the right to the parties particularly concerned in each subsequent case to make further representations and submissions. This course has been followed.

During the course of the sittings a comparison was made of the provisions of the 1959 Agreement with the proposals put forward by the Local Union (Exhibit 1 in the proceedings) which revealed a number of areas in which there was no dispute between the parties, and other areas in which their differences were reconciled during the course of discussion (see the Company submissions Exhibits 3 and 10). The Board has made notes on these matters and they do not require an award. Should any question arise in the future as to the extent of the matters agreed upon during the sittings, presumably it could be dealt with under Section 92 (5) of the Act.

The matters of substance remaining in dispute between the parties and the awards of the Board thereon are set out hereunder, the first in order being those upon which the award is unanimous, followed by those where unanimity was not reached and so the award is by a majority. In these latter cases this report is supplemented by the award of the dissenting member.

A

DURATION OF AGREEMENT

The Board is of the view that if a collective agreement is reached it should continue in force for a sufficient time to enable a measure of stability in labour-management relations to develop before it is opened up for review.

On this point the unanimous award of the Board is that the collective Agreement should extend to March 31st, 1965.

B

WAGES

The Board unanimously awards the following wage rates for Journeymen:

July 1, 1963, to March 31, 1964 -	\$3.00 per hour,
April 1, 1964 to March 31, 1965 -	\$3.10 per hour.

In the circumstances of employment in this industry, it appeared to the Board to be impractical to consider any retroactivity of this wage award beyond July 1, 1963. The Board acknowledges that its award in respect of the period April 1, 1964, to March 31, 1965, was made without the benefit of the views of the parties. Nevertheless, since the Board felt unanimously that it was desirable to award a contract of a duration in excess of a year, it became necessary to make an award as to wages for the subsequent period and the above reflects the best considerations the board was able to give to the matter.

C

PAY ON SATURDAYS, SUNDAYS
AND STATUTORY HOLIDAYS

This matter was dealt with by Article 2 (e) and Article 4 of the 1959 Agreement: the Union proposal (Exhibit 1, paragraph 24) appears to consolidate these provisions except for sub-paragraphs (2) and (3) of Article 2 (e), although a modification of subsection (2) appears to be provided for by paragraph 22 (c) of Exhibit 1. It seems to the board to be convenient to consolidate the provisions of Article E (1) and (2) with those of Article 4 of the 1959 Agreement. In the result, the unanimous award of the Board on this matter is contained in the wording of paragraph 24 of Exhibit 1, excluding the third paragraph relating to holiday pay, and the wording contained in paragraph 22 (c) of Exhibit 1.

There was no discussion before the board of the provisions of Article 2 (e) (3) of the 1959 Agreement. It would seem reasonable that the provisions of this subsection should be continued on until a case for modification has been made out and agreed upon by the parties.

D

SHIFTS

The 1959 Agreement made provision for shifts by Article 2 (f). Paragraph 25 of Exhibit 1 proposes a variation in hours and pay differentials which the Union feels could on occasion be more advantageous to management than would be the provisions of the 1959 Agreement. The gain to the Union by paragraph 25 of Exhibit 1 is admittedly insignificant.

The board unanimously awards that the collective Agreement contain a provision respecting shifts in the terms of Article 2 (f) of the 1959 Agreement, with the option to the employer to take advantage of the provisions of paragraph 25 of Exhibit 1 in respect of any job or project upon notice to Local 488 of the exercise of the option prior to the commencement of the shift work.

E

JOB ACCESS

Article 5 (e) of the 1959 Agreement made provision for job access, and paragraph 36 of Exhibit 1 proposed a provision for job access in some what modified language and effect. There was considerable discussion on the purposes of job access and the abuses to which it might be subject.

The board unanimously awards a provision for job access by the authorized representative of the Local for purpose properly related to the collective Agreement upon the following terms:

1. The Union representative shall, before proceeding about his business, notify the senior representative of the employer on the job site of his presence, identifying himself and stating the purpose of his call, such purpose to be stated in writing if requested by the Company representative.

2. The Union representative shall ascertain and comply with all safety and security regulations applicable to the job site.
3. The Union agent shall not interfere with the productivity of employees.

F

JOB STEWARDS

Article 5 (f) of the 1959 Agreement provided for Job Stewards: Article 37 of Exhibit 1 proposes some modification. During the ensuing discussion some of the provisions of the By-laws of Local 488 came under consideration.

On this point, the unanimous award of the board is that the provisions of Article 5 (f) of the orange Agreement be continued, with the addition of a provision that the employer shall notify Local 488 when a Job Steward is transferred or dismissed.

G

CARE OF TOOLS

Article 5 (i) of the 1959 Agreement relates to the care and responsibility for tools used by an employee, including those furnished by the employer: Paragraph 17 of Exhibit 1 proposes some modification of those provisions. There was much discussion as to the circumstances in which such a provision would operate, and reference was made to the corresponding Agreement between Local Union 496 and the Calgary members of the Canadian Plumbing and Mechanical Contractors' Association signed on June 25th, 1963.

In the result, the unanimous award of the board is that the collective Agreement should contain a provision requiring an employee to take reasonable care of the tools used by him on a job and to report any loss of tools issued to him by the Company immediately the loss came to his attention; if tools of the employer are lost solely through the negligence of an employee, the employer may require him to pay for the same; if an employee is guilty of repeated neglect or misuse of the employer's tools, or if he repeatedly fails to report promptly any loss or disappearance thereof, he shall be subject to dismissal.

H

SUB-CONTRACTING

Paragraphs 40 to 45 inclusive of Exhibit 1 are related to this topic: there are no comparable provisions in the 1959 Agreement except that it was stated that paragraph 41 was intended as a rewording and modernization of Article 5 (a) of the 1959 Agreement. During the course of the discussions and representations on these paragraphs Local 488 proposed to delete paragraph 41 of Exhibit 1 and insert in its place the preamble to Article 5 of the 1959 Agreement, together with clause (a) thereof. The Union proposes this group of paragraphs as a means to prevent employers in the industry from sub-contracting to shops or employers not operating under a collective Agreement for the purpose mainly of deliberately evading their responsibilities to employees assumed under a collective Agreement. It should be observed that no accusations of such conduct were made against any of the Companies involved in these pro-

ceedings: indeed, the extent of such breaches of good faith on the part of employers, if any, was not very clearly made out.

In its subsequent considerations of this item of dispute the board came to the conclusion that it was beyond its ability, and perhaps even beyond human ingenuity, to phrase a clause in general terms which would not cause many more difficulties than it attempted to cure.

The board has observed that the 1959 Agreement in places contains expressions of intention or principle. The board is of the view that this subject is one in which an expression of principle in the collective Agreement would, in all the circumstances at the present time, be of more value than an award that, even if adopted, might be too readily subject to misinterpretation or misapplication.

In the result, the unanimous award of the board is that the collective Agreement contain a statement of principle to the effect that an employer shall not sub-contract work to another employer or shop not operating under a collective Agreement, for the purpose of evading such employer's responsibilities to its employees under the collective Agreement.

I

TRAVELLING TIME AND TRANSPORTATION EXPENSES ON RESIGNATION OR DISCHARGE FROM OUT OF TOWN WORK.

Article 7 (d) (iii) of the 1959 Agreement provided that if an employee on an out of town job quit or was discharged for just cause within ninety days of the time he started on the job, he would not be entitled to transportation and travelling time back to Edmonton. By paragraph 32 of Exhibit 1, the Union proposes that this period of time be reduced to sixty calendar days. The discussions did not give the board the impression that the point was one of paramount importance, and indeed it did not seem to have been very carefully considered by either party.

The board recommends that the period of time involved be set at sixty working days for the purposes of a collective Agreement; if the matter is of sufficient importance to either party it could make and support proposals for an amendment during subsequent negotiations.

J

JOINT EDUCATIONAL TRAINING COMMITTEE

By paragraph 52 of Exhibit 1 the local Union asks the employer to commit itself to participation in the joint educational training committee program for the development of skills of Journeymen and apprentices if such a training program should be established in Alberta by the Union. It is stated that no financial contribution to the program is expected from the employer.

It is apparent that the Union by this proposal does not seek to have participation by each of the thirty-odd members of the Labour Bureau, and have members on a committee. Quite aside from this, the subject is not strictly one for which collective bargaining is contemplated under the Alberta Labour Act.

The board is unanimously of the view that such a provision should not form part of a collective agreement. If and when the Union determines upon the establishment of the program in Alberta, and should invite the co-operation of the Bureau, the Board would no doubt commend favourable consideration to the Bureau and its members.

K

VACATION PAY

Article 3 (c) of the 1959 Agreement provides for vacation pay at four per cent in accordance with the order of the Board of Industrial Relations. The Union asserts that the Company computes vacation pay to the disadvantage of employees, and proposes very substantial enlargements to the basis of computation: Exhibit 1, paragraph 15 and paragraph 24 (last sentence).

Section 43 of the Act contemplates that after a year of employment an employee shall have two weeks holiday during which he shall receive "regular pay." The board is of the view that such an employee is entitled to receive in each of those weeks the pay he would have received while working a regular week under the terms of the collective Agreement. In the present case the regular week comprises forty hours: it would be an injustice to the employee to pay him during those holidays on the basis of a thirty-two hour week merely because in some of the weeks during the year there was a statutory holiday. In like manner the Act and the Order do not contemplate that the basis of computation should be a week in which the employee has earned overtime. The problem then relates to the computation of holiday pay when the employee's service is terminated before he has completed a year's employment.

The unanimous award of the board is that the collective agreement should provide for holiday pay computed on a basis recognizing the above principles. Substantial justice might be achieved if overtime (on a straight-time pay basis) were taken into account in compensation for time lost on statutory and other holidays but to the extent only that an average forty hour week was not exceeded.

L

HEALTH AND WELFARE FUND

The board recognizes the importance, even the necessity, of a health and welfare plan to the employees in the industry who are engaged in domestic and commercial work in the Edmonton area. No such provision has been made in this area in the past, but a health and welfare scheme is provided for in the Agreement between the Calgary members of the Canadian Plumbing and Mechanical Contractors' Association above referred to, apparently in continuance of a scheme established in the past. The proposal of Local 488 is contained in paragraph 14 of Exhibit 1: the objections by the Company appear in Exhibit 10 in the addendum to Submission 2. In addition, considerable time was devoted during the sittings to hearing views and representations.

The board is unable to come to an unanimous award on this point. The award of the majority is stated hereunder: Mr. Hodgins will deliver separately a minority report.

In the view of the majority the subject of health and welfare may properly be part of the collective Agreement; but the proposal of Local 488 is of such a nature that this Board would have no jurisdiction to award it even if it thought it fair to do so.

The proposal does not outline a plan or scheme of health and welfare: it proposes the establishment of a joint committee to formulate the details of a scheme upon the footing that the scheme so formulated would be binding upon the parties. The majority of the board is of the view that The Alberta Labour Act does not empower it to make an award of such a nature.

The function of the Board under the Act is, in the view of the majority, to make an award which appears to it to be reasonable, the provisions of which can be weighed by the parties to the dispute. To shift this burden onto an unknown committee on the footing that its award would be compulsorily binding, appears to be both a negation of the duties of the board and a violation of the intention of the Act. Further, it does not seem reasonable to require a Company to commit substantial funds in advance, and thereafter on a continuing basis, to a scheme of which it has been given no detailed proposals. Finally, the proposal admittedly would have negligible prospects of successful operation unless adopted on an industry-wide basis: but an industry-wide agreement is not before this Board.

In view of the unanimous recognition by the board of the importance of this matter, the majority of the board recommends that this Company actively seek the establishment by the Edmonton Labour Bureau of the Canadian Plumbing and Mechanical Contractors' Association of an industry-wide health and welfare plan to be put in force by April 1st, 1964, and similar to that found acceptable to the industry in Calgary, but with such modifications as local conditions and the developing Governmental Schemes make appropriate.

M

WELDING TESTS

Article 5 (c) of the 1959 Agreement deals with welding tests and provides that when a journeyman engaged in welding is required to take a test he "shall be placed on the payroll and be paid for the time required to take the test". By paragraph 39 of Exhibit 1 the Union proposes that a journeyman taking the test should remain on the payroll "until such time as results are declared"; it apparently being the intention that this payment will be made even if the journeyman fails to pass the test. The Company objected to this extension on the ground (Exhibit 10, Submission 2, page 9) that it has no control over the period of time for which the extended pay is asked, namely, the time between the completion of the test and the declaration of the results.

Upon consideration of all the matters urged upon the board on this point, it does not seem to the majority that the Union has satisfactorily made out a case that it would be fair to saddle the Company with expenses and wage costs beyond those provided for in the 1959 Agreement and assumed in practice by the Company in carrying out that provision.

The award of the majority on this point is that the provision of Article 5 (c) of the 1959 Agreement be continued.

N

OVERTIME PAY

The dispute on this point concerns the rate of pay for the first two hours of overtime worked in excess of regular shift hours, and not otherwise dealt with in special provisions. Article 2 (d) of the 1959 Agreement provides that the first two hours of such overtime should be paid for at the rate of one and one-half times the regular single time rate, and for subsequent hours double that rate should be paid. The proposal of Local 488 (paragraph 22 (a) of Exhibit 1) stipulates for double the single rate for all such overtime, including the first two hours, and the Company objects to this extension generally on the grounds of increasing costs (Exhibit 10, Submission 2, page 6).

In the 1959 Agreement (Article 2 (c) (1)) Local 488 expressed its disfavour with overtime work, and repeated the expression in paragraph 23 of Exhibit 1. It asserts that the proposed increase to double rate for the first two hours of overtime is designed as a greater deterrent to the employer against working employees overtime.

In the view of the majority management is entitled to some reasonable leeway in the matter of overtime without being too severely penalized, having regard to the needs of efficient operation in a highly competitive industry. Conversely, rates for overtime should not be such as of themselves to tempt employees to a deliberate stretch-out of work, although they should afford reasonable additional compensation for the employee in meeting the beyond-normal needs of the employer. The Union submitted some evidence that the proposed double rates are being paid, at least to some extent, by some other employers in the industry, but the cited instances of themselves gave rise to controversy. On the other hand, the 1962 industry-wide Agreement signed by the International Brotherhood of Boiler Makers provides only for a one and one-half times rate for the first two hours of overtime, while the industry-wide agreement signed by Local 424 of the Industrial Brotherhood of Electrical Workers provides for the one and one-half times rate for the first four hours of overtime. Both of these Agreements were put in evidence by Local 488 as Exhibit 12 and 13 respectively.

The majority of the board is of the view that a case has not been made out for the proposal made by Local 488. Accordingly, its award is that the rate of one and one-half times single rate for the first two hours of such overtime be continued, and that the double time rate for subsequent hours be also continued.

O

UNION SECURITY

The circumstances surrounding the dispute on this point present some difficulties and what is written hereunder constitutes the majority report and award only. Mr. Hodgins will separately deliver a minority report.

Article 6 of the 1959 Agreement provides for a form of Union security which apparently had been accepted by both parties for many years past and is still enjoyed by the Union notwithstanding that the 1959 Agreement is no longer in force. Under its operation the Company gives preference to Union members when available and the Rand formula is applied in respect of non-union employees.

The Union now proposes (Exhibit 1, Article IV) a form of Union Security having the following characteristics:

- (a) A Union shop with a thirty day provision;
- (b) Notwithstanding the above, no person to be hired without the approval of the Union;
- (c) Complete hiring hall procedures under the control of the Union;
- (d) Rand formula.

Amongst the reasons put forward by the Union for this very drastic change are the following:

- (a) It would give the Union the opportunity to regulate its members;
- (b) It would assist the Union in exercising disciplinary measures against its members.

It is to be remembered that this same proposal is made in respect of all of the seven Companies concerned herein: and it has been stated that it is desired to have uniformity in all collective agreements in this industry. The By-laws of Local 488 were put in evidence (Exhibit 5) to show the nature of the regulation and discipline that employees would be subjected to if they were obliged to join Local 488 as a condition of earning a living in their trade.

These By-laws were amended in 1962 to provide for rules of hiring procedure (24 to 27) and a referral slip system (Section 33 (a)) in respect of employers not having a collective Agreement. The rules of hiring procedure establish a hiring hall and shapeup, referral slip, reporting acceptances of jobs, registrations, and other matters designed to give the Union control over a member as to when he works and who he works for. It is obvious that by this means the Union would gain a measure of control over the management functions of an employer. The Union wants all employees to be members and hence subject to these By-laws: the end result would be that the Union would be able to exercise an unwarranted degree of control over the management functions throughout the industry. Indeed, it is apparent that these By-laws could be misused so as in effect to exercise disciplinary measures against an employer. As to whether these provisions conflict in some degree with the Alberta Labour Act this board is not called upon to determine.

In the discussions on this point during the sittings, the reasons for enacting the By-law above noted were canvassed, as was also the use and application of them since they were enacted. It is not useful to record the charges that were made by both sides except to say that they served as a further illustration of undesirable relations between Local 488 and management.

The majority of the board is not in any event prepared to require that a tradesman, as a condition of employment in his trade, should have to subject himself to the operation of such By-laws and be subject to substantial penalties for infractions of them. It must not be forgotten that the Union is a bargaining agent for a bargaining unit of employees and it is the welfare of the employees that is of primary concern in a collective Agreement. Reasonable provisions for the security of the proper functioning of a Union are universally recognized: the history of hiring hall and shape-up does not commend such provisions to the majority of the board as serving the legitimate

interests of a Union. They trench too deeply into the legitimate freedoms of the individual. They are capable of abuses to the disadvantage of both employees and employers.

No alternative proposals were discussed or put forward at the sittings, and experience has shown that it is unwise, indeed, to formulate proposals or awards without the benefit of full discussion thereon with the parties that would be affected. While the majority of the board has an earnest desire to be helpful on this point, as on all others in dispute, it feels that it might produce more harm than good to propose any award the terms of which had not been fully discussed by the parties and the board given the benefit of their views thereon.

Accordingly, the majority of the board on this point awards a continuation of the provisions of Article 6 of the 1959 Agreement.

All of which is respectfully submitted.

C. W. Clement (Signed)
Chairman.

A. E. Helm (Signed)
Member.

H. B. Hodgins (Signed)
Member.

July 31, 1963

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER OF The Alberta Labour Act and
disputes between the United Association of
Journeymen and Apprentices of the Plumbing
and Pipefitting Industry of the United States
and Canada, Local Union No. 488, Edmonton,
Alberta, and Cassault Engineering Ltd.;
C. E. Kirkham Mechanical Ltd.; Meccon Install-
ations Ltd.; Jasper Plumbing & Heating;
C. R. Frost Company Ltd.; Canadian Comstock
Company Limited; and B. A. Moir & Co. Ltd.,
all of Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council
1011/63 pursuant to The Alberta Labour Act ~~has~~ made its report
and award in respect of the dispute between Local Union No. 488
and Canadian Comstock Company Limited. It now makes hereunder
its report and award in respect of a dispute between Local Union
No. 488 and B. A. Moir & Co. Ltd.

The board adopts and incorporates herein its report and
award including the minority report and award, made by it in respect
of Local Union No. 488 and Canadian Comstock Company Limited as its
report and award in the dispute between Local Union No. 488 and
B. A. Moir & Co. Ltd.

C. W. Clement (Signed)
Chairman of the Board

July 31, 1963

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER OF The Alberta Labour Act and
disputes between the United Association of
Journeyman and Apprentices of the Plumbing
and Pipefitting Industry of the United States
and Canada, Local Union No. 488, Edmonton,
Alberta, and Cassault Engineering Ltd.;
C. E. Kirkham Mechanical Ltd.; Meccon Install-
ations Ltd.; Jasper Plumbing & Heating;
C. R. Frost Company Ltd., Canadian Comstock
Company Limited; and B. A. Moir & Co. Ltd.,
all of Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council
1011/63 pursuant to The Alberta Labour Act has made its report
and award in respect of the dispute between Local Union No. 488
and Canadian Comstock Company Limited. It now makes hereunder
its report and award in respect of a dispute between Local Union
No. 488 and Jasper Plumbing & Heating.

The board adopts and incorporates herein its report and
award including the minority report and award, made by it in respect
of Local Union No. 488 and Canadian Comstock Company Limited as its
report and award in the dispute between Local Union No. 488 and
Jasper Plumbing & Heating.

C. W. Clement (Signed)
Chairman of the Board

July 31, 1963.

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER OF The Alberta Labour Act and
disputes between the United Association of
Journeymen and Apprentices of the Plumbing
and Pipefitting Industry of the United States
and Canada, Local Union No. 488, Edmonton,
Alberta, and Cassault Engineering Ltd.;
C. E. Kirkham Mechanical Ltd.; Meccon Install-
ations Ltd.; Jasper Plumbing & Heating;
C. R. Frost Company Ltd.; Canadian Comstock
Company Limited; and B. A. Moir & Co. Ltd.,
all of Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council
1011/63 pursuant to The Alberta Labour Act has made its report
and award in respect of the dispute between Local Union No. 488
and Canadian Comstock Company Limited. It now makes hereunder
its report and award in respect of a dispute between Local Union
No. 488 and Meccon Installations Ltd.

The board adopts and incorporates herein its report and
award including the minority report and award, made by it in respect
of Local Union No. 488 and Canadian Comstock Company Limited as its
report and award in the dispute between Local Union No. 488 and
Meccon Installations Ltd.

C. W. Clement (Signed)
Chairman of the Board

July 31, 1963.

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER of The Alberta Labour Act and disputes between the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton, Alberta, and Cassault Engineering Ltd.; C. E. Kirkham Mechanical Ltd.; Meccon Installations Ltd.; Jasper Plumbing & Heating; C. R. Frost Company Ltd.; Canadian Comstock Company Limited; and B. A. Moir & Co. Ltd.,
all of Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council 1011/63 pursuant to The Alberta Labour Act has made its report and award in respect of the dispute between Local Union No. 488 and Canadian Comstock Company Limited. It now makes hereunder its report and award in respect of a dispute between Local Union No. 488 and C. R. Frost Company Ltd.

The board adopts and incorporates herein its report and award including the minority report and award, made by it in respect of Local Union No. 488 and Canadian Comstock Company Limited as its report and award in the dispute between Local Union No. 488 and C. R. Frost Company Ltd.

C. W. Clement (Signed)
Chairman of the Board

July 31, 1963.

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER of The Alberta Labour Act and
disputes between the United Association of
Journeymen and Apprentices of the Plumbing
and Pipefitting Industry of the United States
and Canada, Local Union No. 488, Edmonton,
Alberta, and Cassault Engineering Ltd.;
C. E. Kirkham Mechanical Ltd.; Meccon Installations
Ltd.; Jasper Plumbing & Heating; C. R. Frost
Company Ltd.; Canadian Comstock Company Limited;
and B. A. Moir & Co. Ltd., all of Edmonton,
Alberta.

The Conciliation Board appointed by Order-in-Council
1011/63 pursuant to The Alberta Labour Act has made its report
and award in respect of the dispute between Local Union No. 488
and Canadian Comstock Company Limited. It now makes hereunder
its report and award in respect of a dispute between Local Union
No. 488 and C. E. Kirkham Mechanical Ltd.,

The board adopts and incorporates herein its report and
award including the minority report and award, made by it in respect
of Local Union No. 488, and Canadian Comstock Company Limited as its
report and award in the dispute between Local Union No. 488 and
C. E. Kirkham Mechanical Ltd.

C. W. Clement (Signed)
Chairman of the Board

July 31, 1963.

TO:

The Honourable
The Minister of Labour,
Government of Alberta,
Terrace Building,
EDMONTON, Alberta.

IN THE MATTER OF The Alberta Labour Act and
disputes between the United Association of
Journeyman and Apprentices of the Plumbing
and Pipefitting Industry of the United States
and Canada, Local Union No. 488, Edmonton,
Alberta, and Cassault Engineering Ltd.; C.E.
Kirkham Mechanical Ltd.; Meccon Installations
Ltd.; Jasper Plumbing & Heating; C. R. Frost
Company Ltd.; Canadian Comstock Company
Limited; and B. A. Moir & Co. Ltd., all of
Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council
1011/63 pursuant to The Alberta Labour Act has made its report
and award in respect of the dispute between Local Union No. 488
and Canadian Comstock Company Limited. It now makes hereunder
its report and award in respect of a dispute between Local Union
No. 488 and Cassault Engineering Ltd.

The board adopts and incorporates herein its report and
award including the minority report and award, made by it in respect
of Local Union No. 488 and Canadian Comstock Company Limited as its
report and award in the dispute between Local Union No. 488 and
Cassault Engineering Ltd.

C. W. Clement (Signed)
Chairman of the Board

TO:

The Honourable R. Reiersen,
Minister of Labour
Terrace Building,
Edmonton.

Dear Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Stearns-Roger Engineering Co. Ltd., Poole Construction Co. Ltd., Borger Structures Ltd., Bird Construction Co. Ltd., Central Reinforcing Steel Service Ltd., Foundation Co. of Canada Ltd., Dominion Construction Co. Ltd., North West Reinforcing Co. Ltd., all of Calgary, and Fluor Corporation, Empress Job.

The Conciliation Board, appointed under Order-in-Council No. 1094/63, dated July 11th, 1963, met with the parties to the dispute and heard the representations made by the parties.

The members of the Conciliation Board were:-

MR. D. G. L. CUNNINGTON - - Chairman,
MR. K. C. BARRASS - - Member representing the Employers.
MR. H. HORNE - - Member representing the Union.

Appearing before the Board were:-

For Management

Mr. A. Burnham
Mr. B. Stefanich
Mr. A. Innis

For the Union

Mr. L. Chikinda

The Conciliation Board is pleased to present an Award that is Unanimous in all respects, except in the second year regarding Wages. Mr. Horne has added an addendum in this regard.

The AWARD is as follows:-

1. ARTICLE 2 - SCOPE

Article to be retained as in present agreement, with the following amendment:

Art. 2 (b) - First Paragraph:- Insert the words "other than wages" after the word "conditions."

2. ARTICLE 12 - UNION RIGHTS

Access:- Article 12 (a) to be deleted and revised as follows:-

"Job Steward shall be recognized on all jobs and they shall not be discriminated against. Business Representatives shall have access to job sites at any time during the working day, but their contact will be limited to the job foreman and the job steward. Such visits shall be for a reasonable duration of time and should not interfere with the normal job progress. Visits in accordance with this agreement shall be for the purpose of carrying out the regular duties of the business representative.

"The Union shall notify the Company or Job Superintendent in writing as to the name of the Shop Steward and any change thereof."

3. ARTICLE 10 - TRANSPORTATION

Sub-Section 2 (Room and Board):- To be retained as in present agreement.

4. TERM OF AGREEMENT

Shall be from April 1, 1963 to March 31, 1965.

5. WELFARE

Seven (7) cents per man hour worked will be paid by the Employers to the Secretary-Treasurer of Local 725 of The International Association of Bridge, Structural and Ornamental Iron Workers, Calgary, Alberta, effective the date of ratification of the agreement.

6. WAGES

Three (3) cents per hour increase in wages effective the date of ratification of the agreement.

All of which is respectfully submitted this 7th day of August, 1963.

(SIGNED)
D. . L. CUNNINGTON, Chairman.

(SIGNED)
K. C. BARRASS, Member.

(SIGNED)
H. HORNE, Member.

MINORITY ADDENDUM

It is further recommended by the Union Member of the Conciliation Board that a further five (5) cents per hour increase in wages be granted effective April 1, 1964.

(SIGNED)
H. HORNE, Member.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
EDMONTON, Alberta.

SIR:

A W A R D

IN THE MATTER OF The Alberta Labour Act and
a dispute between the Bricklayers, Masons, Marble
Masons, Tile Layers & Terrazzo Workers Sub-
ordinate Union Local No. 2, and certain members
of the Calgary General Contractors' Association
as listed on Appendix "A"

The Conciliation Board, appointed by Order-in-Council No.
1049/63, dated July 3rd, 1963, held meetings with representatives of
the parties, and considered evidence and arguments made by them.

The members of the Conciliation Board are:-

C.G. CROSLAND,	----- Chairman
A. MacALISTER,	----- Member representing the Employers
J. HAMPSON,	-----Member representing the Union

Appearing before the Board were:-

FOR THE EMPLOYERS

Mr. A. Willumsen
Mr. L. Pozzi

FOR THE UNION

Mr. G. D. Murdoch
Mr. R. M. Adams
Mr. R. Palichuk

The issues referred to the Board by the Order-in-Council were:

1. Trade Definition
2. Term of Agreement
3. Wages
4. Paid Statutory Holidays
5. Welfare Plan
6. Park Areas - Room and Board
7. Sub-Contractors

Additionally the Board was asked to consider two other
issued, namely:-

8. Position of Employees over Fifty-Five years of age
9. Work Breaks

The Conciliation Board was able to reach a Unanimous Award
in regard to all nine issues.

1. TRADL DEFINITION

The parties to a jurisdictional dispute should make a sincere effort to settle it locally, but if they should fail to reach an agreement they shall settle the dispute in accordance with the practices of the Building and Construction Trade Department of AFL/CIO, without permitting the same to interfere with the prosecution or progress of the work involved.

2. TERM OF AGREEMENT

The parties, during the course of discussion, were able to draw up a new clause for inclusion in the Collective Agreement, said clause being acceptable to both parties. This clause provides that the new Collective Agreement shall be effective to and including March 31st, 1965. The clause also gives rules for the commencement of negotiations for a subsequent agreement, with a view to reducing delay in reaching such subsequent agreement. The Board deems it unnecessary to deal further with this issue, except to commend the parties for their efforts in this regard.

3. WAGLS

The existing hourly wage rate of \$2.95 per hour laid down in paragraph (a) of the existing wage clause, to be increased to \$3.00 per hour, effective as of the date of the signing of the new agreement.

4. PAID STATUTORY HOLIDAYS

The recommended hourly rate of \$3.00 shall be increased by two per cent (2%) as compensation for the nine Statutory Holidays recognized by the existing collective agreement.

5. WELFARE PLAN

The Board recommends that the Employers form a Committee of three members, one of which shall be Chairman, to study a pension plan. Not later than June 15, 1964 the Committee will be increased by two members, to be named by the Union. The Chairman will, on or before January 15, 1965, present a written report for the consideration of both parties.

6. NATIONAL PARKS AREAS - ROOM AND BOARD

The Board considers this is a matter for agreement between the Union and the involved employer in each individual case, where the need is alleged. The guiding principal should be that an employee will stand no financial loss by being sent to a National Parks area.

7. SUB-CONTRACTORS

On the evidence before the Board and the arguments for and against the use of non-union sub-contractors, the Board concluded that they could make no useful recommendation.

8. POSITION OF EMPLOYEES OVER FIFTY-FIVE YEARS OLD

It is recommended that the following clause be added to the new Collective Agreement:-

"Age Discrimination:- The Employer agrees in principle that there shall be no age discrimination in the hiring of employees."

9. WORK BREAKS

The Board is convinced that no benefit would accrue to either party by defining, in a Collective Agreement, work break practices.

The Board desires to complement both parties on the fairness of their approach to the solution of the disputes involved.

RESPECTFULLY SUBMITTED, this 12th day of August, 1963, in the City of Calgary, Alberta.

(SIGNED)

C. G. CROSLAND, Chairman

(SIGNED)

A. MacALISTER, Member

(SIGNED)

J. HAMPSON, Member

August 5, 1963.

Mr. D. I. Gardner,
Vice-Chairman,
Board of Industrial Relations,
Block D, Terrace Building,
Legislative Grounds,
EDMONTON, Alberta.

Dear Sir:

IN THE MATTER OF The Alberta Labour Act and a dispute
between the United Cement, Lime and Gypsum Workers
International Union, Local 345, Calgary, and Loders
Lime (Alberta) Limited, Lime Division, Kananaskis,
Alberta.

The Conciliation Board appointed to deal with the above described
dispute is pleased to report that the parties have agreed to accept
reconciliation of the issues in dispute based on the memorandum of
agreement.

Yours very truly,

(Signed)

K.C. BARRASS, Chairman

(Signed)

A.O. ACKROYD, Member

(Signed)

J. HAMPSON, Member

TO:

The Honourable R. Reiersen,
Minister of Labour,
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act
and a dispute between the Hod Carriers,
Building and Common Laborers Union, Local
No. 92, Edmonton, and Burns & Dutton
Construction (1962) Ltd., Edmonton.

The Conciliation Board appointed by Order-in-Council
No. 1132/63, met with representatives of the parties to the dispute
and considered the representations made by the said parties.

The Members of the Conciliation Board were:

MR. R. V. JOHNSON, Chairman.
MR. R. G. SLATTLER, Member representing the Union.
MR. C. W. CARRY, Member representing the Employer.

The issue referred to the Conciliation Board was the
Scope Clause in the collective agreement.

Having heard the submissions of both parties during a
number of meetings held and after considering the evidence submitted
the Conciliation Board unanimously recommends that the Scope Clause
read as follows:-

"SCOPE

This agreement shall be effective within a
thirty (30) mile radius of the main Post Office in the
City of Edmonton.

(a) For projects beyond a thirty (30) mile radius
of the City of Edmonton, separate project Agreements shall
be negotiated upon the application in writing by either
party. Should negotiations fail to bring about a mutually
acceptable project Agreement within four (4) weeks, any and
all points in dispute shall be referred to an Arbitration
Board for settlement, as provided in this Agreement."

All of which is respectfully submitted,

(Signed)
R. V. JOHNSON, Chairman

(Signed)
R. G. SLATTLER, Member

(Signed)
C. W. CARRY, Member

DATED at Edmonton, Alberta,

this 14th day of August, 1963.

TO:

The Honourable R. Reiersen,
Minister of Labour,
Terrace Building,
Legislative Grounds,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act
and disputes between the International
Association of Heat and Frost Insulators
and Asbestos Workers, Local No. 126, Calgary,
and Western Asbestos (Alberta) Limited, J. K.
Campbell & Associates Ltd., G. Money & Son
Limited, Fred Deeves and Sons Ltd., Asbestos
Contractors & Supplies Ltd., all of Calgary,
Alberta.

The Conciliation Board, established under authority of Order-in-Council No. 1196/63, held meetings with the representatives of the parties to the disputes, and considered the representations made by both parties.

The Members of the Conciliation Board were:-

MR. K. C. BARRASS	- - - -	Chairman;
MR. CLIFFORD COX	- - - -	Member representing the Employers;
MR. E. H. STARK	- - - -	Member representing the Union.

Appearing before the Board were:-

For the Employers

Mr. R. Steele

For the Union

Mr. R. Stinert
Mr. H. Buck

The issues in dispute before the Conciliation Board are as follows:-

1. Wages
2. Union Rights
3. New Classification Clause
4. Ratio (Mechanics to Improvers)
5. Working Conditions
6. Overtime and Night Shift
7. Transportation
8. Differential Payment (Foremen and Superintendents]

The Conciliation Board, being unable to reconcile the dispute between the parties concerned, now, after due deliberation, submit the following Award as basis for settlement.

1. WAGES

A five cent (5¢) per hour increase effective September 1, 1963.

A further five cent (5¢) per hour increase effective April 1, 1964.

A further five cent (5¢) per hour increase effective September 1, 1964.

The agreement to terminate March 31, 1965.

2. UNION RIGHTS

The dispute relating to Union Rights, referred to Article 5 Paragraph (d), which involved the replacement of Permit Workers with men available from the union hall.

The Conciliation Board recommends that such permit workers may, at the Union request, be replaced by any unemployed member of the Union providing his present classification is within one job classification either way of the permit holder he is intended to replace.

3. NEW CLASSIFICATION CLAUSE

Both parties were in agreement on this issue prior to the Conciliation Board deliberation. Therefore, the Conciliation Board has no recommendation to make.

4. RATIO (Mechanics to Improvers)

The Conciliation Board recommends that the present ratio as defined in the letter of agreement between the parties, dated March 18, 1961 be adhered to without change.

5. WORKING CONDITIONS

With reference to Article 6 of the present agreement, and relating to the problem which has been expressed by the Employers, and confirmed by the Union representatives present, i.e. "Repeated instances of employees being asked to work overtime on week ends, agreeing to do so and then failing to show up at the appointed times." The Conciliation Board recommends the inclusion of the following clause which should be Paragraph (e) of Article 6 of the existing agreement.

"Any employee who agrees to work overtime and fails to appear for work at the appointed time, will be subject to disciplinary action by the Company, except where he has notified his employer before the end of the shift preceding the date on which overtime is required."

6. OVERTIME AND NIGHT SHIFT

The dispute before the Conciliation Board relating to Article 10 of the present agreement involves the premium pay for all shift work required in the normal performance of duty. The Conciliation Board recommends that there be no change in the present agreement which stipulates a premium of eight (8) hours pay for seven (7) hours work.

7. TRANSPORTATION

This dispute refers to Article 13 of the existing agreement, and the Conciliation Board recommends the deletion of the wording of Paragraph (a) of Section 13 and its replacement with the following:-

"On out of town jobs or where job sites lay beyond the terminal point of the scheduled transit systems or the corporate limits as defined in paragraph (b) of this section, the employee shall be at the set point at a time pre-determined by the employer. The employer agrees to provide transportation from the said "pick-up" point to the job site and return each day."

8. DIFFERENTIAL PAYMENT

The present agreement provides for a differential of fifteen (15) cents between the mechanic's rate and the rate of job foreman, and provides for thirty (30) cents differential between the mechanic's rate and that of superintendent.

It is noted that nowhere in the agreement is there a definition of the job content and responsibilities of these two supervisory categories. The Conciliation Board recommends that three (3) categories of supervisors be established, that of

(a) A Lead Hand or working foreman whose classification rate should embrace a differential of plus fifteen (15) cents over the mechanic's rate.

(b) A Foreman whose classification rate should embrace a differential of plus twenty-five (25) cents over the mechanic's rate.

(c) A Superintendent whose classification rate should embrace a differential of plus fifty (50) cents over the mechanic's rate.

It is further recommended that both Union representatives and employers meet to define the scope and responsibilities of these jobs, so that the classification of employment is clearly understood.

All of which is respectfully submitted at the City of Calgary, Alberta,

this 23rd day of September, 1963.

(SIGNED)
K. C. BARRASS, Chairman.

(SIGNED)
CLIFFORD COX, Member

(SIGNED)
E. H. STARK, Member

1. The first part of the paper discusses the importance of maintaining accurate records of all transactions.

2. The second part of the paper discusses the importance of maintaining accurate records of all transactions.

3. The third part of the paper discusses the importance of maintaining accurate records of all transactions.

4. The fourth part of the paper discusses the importance of maintaining accurate records of all transactions.

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8. The eighth part of the paper discusses the importance of maintaining accurate records of all transactions.

9. The ninth part of the paper discusses the importance of maintaining accurate records of all transactions.

10. The tenth part of the paper discusses the importance of maintaining accurate records of all transactions.

THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARD

THE ALBERTA LABOUR ACT

V O T E S

O N

CONCILIATION BOARD AWARDS

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. Beverage Dispensers' International Union, Local 265, Calgary, Alberta.	Flag Hotel Ltd., Shield Hotel Ltd., Prince Hotel Ltd.	Employees Accepted Employer Accepted
2. International Woodworkers of America, Local 1-207, Edmonton, Alberta.	North Canadian Forest Industries Limited, (GrandePrairie Lumber Division) Grande Prairie.	Employees Rejected Employer Accepted
3. International Brotherhood of Electrical Workers, Local 254, Calgary, Alberta.	1. Baker Electric Ltd. 2. Calgary Electric & Construction 3. Canadian Comstock Co. Ltd. 4. Eades Electric Limited 5. Electric Crafts Ltd. 6. Electrical Contracting & Machinery Co.	Employees Rejected Employer Accepted Employees Rejected Employer Accepted Employees Rejected Employer Accepted Employees Accepted Employer Accepted

4. International Brotherhood of
Electrical Workers, Local 254,
Calgary, Alberta.

1. Hutchinson & Jack- son Electrical Enter- prises Ltd.	Employees Rejected Employer Accepted
2. Glazier Service Ltd.	Employees Accepted Employer Accepted
3. Henrys' Electric Ltd.	Employees Rejected Employer Accepted
4. Hume & Rumble	Employees Rejected Employer Accepted
5. Industrial Power Installations Ltd.	Employees Accepted Employer Accepted
6. Johnson Bros. Electric Co. Ltd.	Employees Rejected Employer Accepted
7. McCurdy & Brown Ltd.	Employees Rejected Employer Accepted
8. Merriman Electric Ltd.	Employees Rejected Employer Accepted
9. Parker Electric Co.	Employees Rejected Employer Accepted
10. Raffin Electric Co. Ltd.	Employees Rejected Employer Accepted
11. Stancer Electric Ltd.	Employees Rejected Employer Accepted
12. Warrack Electric Ltd.	Employees Accepted Employer Accepted
13. Kohn Electric Ltd.	Employees Rejected Employer Accepted

14. Hesson Electric	Employees Rejected Employer Accepted
15. Strain Electric Ltd.	Employees Rejected Employer Accepted
16. Swalm's Electric	Employees Rejected Employer Accepted
17. Taylor Electric Ltd.	Employees Rejected Employer Accepted
18. Webster Electric Co. Ltd.	Employees Rejected Employer Accepted
19. Wilkinson Electric Co. Ltd.	Employees Accepted Employer Accepted
20. H-L Electrical Installations	Employees Rejected Employer Accepted
21. Electric Service Ltd.	Employees Rejected Employer Accepted
22. Grover & Longmate Ltd.	Employees Accepted Employer Accepted
23. Industrial Electric (Alta.) Ltd.	Employees Rejected Employer Accepted
24. Dickie's Electric Limited	Employees Rejected Employer Accepted

5.	Hod Carriers, Building and Common Laborers Union Local No. 92, Edmonton, Alberta.	Burns & Dutton Construction (1962) Ltd., Edmonton.	Employees Accepted Employer Accepted
6.	International Union of Operating Engineers, Local 955.	I. H. Davis Supplies Limited.	Employees Rejected Employer Rejected
7.	International Union of Operating Engineers, Local 955.	I. H. Davis Contracting Limited.	Employees Rejected Employer Rejected
8.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton.	1. Cassault Engineering Ltd. 2. C. E. Kirkham Mechanical Ltd. 3. Meccon Installations Ltd. 4. Jasper Plumbing & Heating Ltd. 5. C. R. Frost Company Ltd. 6. Canadian Comstock Company Limited 7. B. A. Moir & Co. Ltd.	No Vote Employees Accepted Employer Accepted Employees Accepted Employer Accepted Employees Rejected Employer Accepted Employees Accepted Employer Accepted
9.	International Association of Bridge, Structural and Ornamental Ironworkers Local 725, Calgary, Alberta.	1. Foundation Company of Canada Ltd. 2. North West Reinforcing Co. Ltd. 3. Borger Structures Ltd.	Employees Rejected Employer Accepted Employees Rejected Employer Accepted No Vote

4. Fluor Corporation of Canada Ltd.	Employees Rejected Employer Accepted
5. Central Reinforc- ing Steel Service Ltd.	Employees Accepted Employer Accepted

THE ALBERTA LABOUR ACT
CONCILIATION BOARD AWARDS
AWARD ACCEPTED
(NO VOTE)

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

JULY 1st, 1963 to SEPTEMBER 30th, 1963

AWARD ACCEPTED (NO VOTE)

UNION

COMPANY

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725. Stearns-Roger Engineering Co. Ltd., Calgary, Alberta.
2. International Association of Bridge, Structural and Ornamental Ironworkers, Local 725. Poole Construction Co. Ltd., Calgary, Alberta.
3. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725. Dominion Construction Co. Ltd.
4. International Association of Bridge, Structural and Ornamental Iron Workers of Local 725. Bird Construction Co. Ltd.

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

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THE ALBERTA LABOUR ACT

V O T E S

STRIKE ACTION

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULTS</u>
1. Bakery and Confectionery Workers International Union of America, Local No. 252.	National System of Baking.	Employees Voted For
2. International Woodworkers of America, Local 1-207	North Canadian Forest Industries Limited (Grande Prairie Lumber Division)	Employees Voted For
3. International Brotherhood of Electrical Workers, Local 254, Calgary, Alberta.	1. Hutchinson & Jackson Electrical Enterprises Ltd.	Employees Voted Against
	2. Stancer Electric Ltd.	Employees Voted For
	3. Kohn Electric Ltd.	Employees Voted Against
	4. Canadian Comstock Co. Ltd.	Employees Voted For
	5. Johnson Bros. Electric Co. Ltd.	Employees Voted Against
	6. Raffin Electric Co. Ltd.	Employees Voted Against
	7. Hume & Rumble	Employees Voted For
	8. Dickie's Electric Limited	Employees Voted For
	9. Webster Electric Co. Ltd.	Employees Voted Against
	10. Hesson Electric	Employees Voted Against
	11. Henry's Electric Ltd.	Employees Voted For
	12. Merriman Electric Ltd.	Employees Voted For
	13. Strain Electric Ltd.	Employees Voted Against
	14. Electric Crafts Ltd.	Employees Voted For

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| | 15. Calgary Electric &
Construction | Employees
Voted For |
| | 16. Barker Electric Ltd. | Employees
Voted Against |
| | 17. Industrial Electric
(Alta.) Ltd. | Employees
Voted For. |
| 4. | Alberta Teachers' Association | County of Strathcona
No. 20, South Edmonton. Employees
Voted For. |

VOTES

ON SECTION 104

R

THE ALBERTA LABOUR ACT

V O T E S

SECTION 104

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. O. K. Construction Employees' Association, Edmonton Intervenors: International Hod Carriers, Building and Common Laborers of America, Local No. 92, International Union of Operating Engineers, Local 955, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514.	Alberta Concrete Products Co. Ltd. Edmonton.	The majority of employees voted for certification with the Employees' Association.

CONCILIATION BOARD SETTLEMENTS

(NO AWARD)

S

THE ALBERTA LABOUR ACT

CONCILIATION BOARD SETTLEMENTS

NO AWARD

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

UNION

COMPANY

- | | |
|--|---|
| 1. International Association of
Machinists, Local 1722,
Edmonton, Alberta. | International Harvester Company
of Canada Limited, Edmonton. |
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THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

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THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JULY 1st, 1963 to SEPTEMBER 30th, 1963

<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1. International Brotherhood of Electrical Workers, Local 424, Limited, Edmonton, Alberta.	Northland Utilities	Voted for
2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 514, Edmonton, Alberta.	Alexander Bag & Barrel Ltd.	Voted for

THE ALBERTA LABOUR ACT

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ON SELECTION OF

A BARGAINING AGENT

JULY 1st, 1963 to SEPTEMBER 30th, 1963.

	<u>UNION</u>	<u>COMPANY</u>	<u>RESULT</u>
1.	Pepsi-Cola of Canada Limited Employees' Association in Edmonton, Alberta.	Pepsi-Cola Canada Ltd.	Voted for
2.	Retail Clerks Union, Local 401, Edmonton, Alberta.	Purity Dairy, Edmonton.	Voted against
3.	United Brotherhood of Carpen- ters and Joiners of America, Local 3002, Airdrie.	Alberta Trailer Company (1961) Ltd., Calgary.	Voted for

THE ALBERTA LABOUR ACT
TRANSFERS OF JURISDICTION

I S S U E D

THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

JULY 1st, 1963 to SEPTEMBER 30th, 1963

I S S U E D

1. United Packinghouse, Food and Allied Workers, Local 1112, Medicine Hat, Alberta and Alberta Western Beef Co. Ltd., Medicine Hat, Alberta.

FROM: United Packinghouse, Food and Allied Workers, Local 511, Lethbridge.

TO: United Packinghouse, Food and Allied Workers, Local 1112, Medicine Hat.

UNIT: "All employees, excluding Foremen with the right to hire and fire and those above the rank of such Foremen, office employees and sales personnel."

2. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Precast Concrete Limited, Edmonton.

FROM: United Brotherhood of Carpenters and Joiners of America, Local Unions 1325 and 2568, Edmonton, Alberta.

TO: United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton, Alberta.

UNIT: "Carpenters, Carpenter Apprentices, Form Setters, Sub-Foremen and Erectors."

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ERRATA

APRIL 1st, 1963 to JUNE 30th, 1963.

THE ALBERTA LABOUR ACT

CERTIFICATIONS

I S S U E D

8. Shown as:

International Woodworkers of America, Local 1-207, Edmonton, Alberta and North Canadian Forest Industries Limited, (Northern Plywoods Division), Grande Prairie, Alberta.

UNIT: "All Employees of the Company employed at their Plywood Plant at Grande Prairie, Alberta excluding office staff, Confidential Employees, Assistant Foremen and those above the rank of Assistant Foremen and others having the right to hire and fire."

Number of employees in unit:

CERTIFICATION NO. 45 - 63

8. Should be:

International Woodworkers of America, Local 1-207, Edmonton, Alberta and North Canadian Forest Industries Limited, (Northern Plywoods Division), Grande Prairie, Alberta.

UNIT: "All Employees of the Company employed at their Plywood Plant at Grande Prairie, Alberta excluding office staff, Confidential Employees, Assistant Foremen and those above the rank of Assistant Foremen and others having the right to hire and fire."

Number of employees in unit: 209

CERTIFICATION NO. 45 - 63

